Section 07

I. Periodic evaluation of researchers

The purpose of the periodic evaluation of researchers is to ensure that the research is conducted properly and to advise colleagues in their approach. The criteria aim to take into account the interest and originality of research subjects, the advancement of knowledge and risk taking, and generally all aspects of the research profession.

The assessments are based on the activity reports provided by the evaluatees, these reports must be informative, clear and concise. The report will position the researcher’s activities not only within the team and the host laboratory, but also in the national and international context, while highlighting the notable features.

The criteria listed are in no way exhaustive and do not claim to cover the diversity of situations.

Criteria common to all researchers

- Scientific contributions: publications, software or hardware prototypes. These elements will be examined with regard to their quality, originality, interdisciplinarity, thematic mobility, risk taking, etc.
- Research program (not mandatory at mid-term): consistency with past activities and positioning within the framework of national and international research.
- Collaborations: cooperative projects, funded or not, local, national and international, external mobility and hosting of invited researchers, etc.
- Scientific coordination of research: Participation in consultative bodies, organisation of events (conferences, workshops, special sessions, seminars), team or laboratory management, research management.
- Influence: Invitations to make presentations (in laboratories and to plenary conferences), guest visits, participation in scientific committees (editorial review committees, standardisation and conferences committees, etc.), thesis and accreditation panels, evaluation of projects, awards and distinctions.
- Use and dissemination: Technological or socio-economic impact, industrial contract, consultancy activities, software dissemination, prototype of systems that gave rise to a transfer of technology, patent filing, participation in business creation.
• Mentorship, teaching and dissemination of scientific culture: supervision of interns, doctoral students and contract researchers, teaching activities, participation in events aimed at the general public, schools, etc.

Criteria more specifically examined by according to the body

CR
- Implementation of a personal scientific project, autonomy;
- Participation in the laboratory's scientific life;
- Coordination of research, collective responsibilities and supervision activities.

DR
- Idem CR;
- Evolution of research themes, scientific risk-taking;
- Impact of research on the discipline(s) covered;
- Impact of engagement and extent of responsibilities, team leadership, research management.

II. Researcher grade progress

The criteria are shared with those of the periodic evaluation. Progress to a higher grade will be assessed on the basis of the ability to meet the expected criteria.

III. Recruitment of researchers

The recruitment of researchers is mainly based on an analysis of the quality of the scientific contributions and the proposed research project. In particular, the section seeks to identify the personal contribution of candidates to the results obtained and the ability to integrate into a research team. Experience outside the thesis laboratory is an element in assessing this capacity.

The following criteria are not an exhaustive list and their order does not prejudge their relative weight.

Criteria common to all researchers

• Scientific contributions: publications, software or hardware prototypes. These elements will be examined with regard to their quality, originality, interdisciplinarity and risk-taking.

• Use and dissemination: prototype of systems that gave rise to a transfer of technology, dissemination of software, patent filing, participation in business creation.

• Research program: consistency with past activities and positioning within the framework of national and international research.

• International experience: short or extended stays abroad, external collaborations.
• Mentorship, teaching, dissemination of scientific culture.

Recruitment of researchers is therefore based on criteria similar to those of the evaluation. One difference, however, is the fact that it is a matter of highlighting the candidates who are able to conduct a research activity over time.

Criteria more specifically examined according to the body

CR
- Ability to build a research project in harmony with the research teams planned for integration. It is recommended, in particular, that the project be considered for two or three different laboratories;
- Collaborations: collaborative projects, funded or not, national or international;
- Coordination of research, taking on of collective responsibilities and supervision activities;
- Influence: invitations to make presentations, guest visits, participation in scientific committees (conference program committee, standardisation, etc.);
- Use and dissemination: technological or socio-economic impact, industrial contracts.

The inclusion of these criteria will be modulated according to the candidate’s research experience (whether it mainly corresponds to the thesis or primarily to the postdoctoral path).

DR
- Idem CR;
- Ability to lead and supervise research programs, "habilitation à diriger des recherches" (HDR);
- Impact of the engagement and extent of responsibilities (bodies, team management, research management);
- Scientific risk taking;
- Wider influence: thesis and HDR panels, organization of international events, plenary conferences, editorial committees, etc.;
- Mobility and international relations: geographical mobility, international collaboration, thematic or functional mobility;
- Impact of research on the discipline(s) covered.