Section 11

Periodic evaluation of researchers

Criteria common to all researchers
In addition to purely bibliometric criteria, the rate, quality and originality of scientific production, the researcher’s role in the laboratory and scientific community, recognition (particularly through invitations to conferences, prizes and distinctions) and risk-taking (which may lead to a temporary limitation of scientific production for thematic reorientation, development of a new experimental method, for example) will be taken into account.
Teaching (when this is possible for the researcher), training through research via the supervision of trainees and PhD students, and dissemination of information will be taken into account.
When it is clearly justified, mobility with a thematic and/or geographical element will be considered positively.
The nature of industrial relations as well as patent applications and the scientific contribution of contracts will be assessed with equal attention. Similarly, outreach actions will be taken into account.
The perspectives developed by the researcher will be analysed with regard to research projects and themes, with particular attention being paid to their coherence and to their position with respect to the scientific environment.

Specific criteria according to grade
CRCN researchers
* see above criteria
In addition to the above criteria, the researcher’s scientific autonomy, the implementation of his or her research programme, his or her ability to take initiative as well as training through research of early career researchers are assessed.

CRHC Researchers
* cf. CRCN criteria
In addition to the above criteria, the researcher’s scientific expertise, involvement in research programmes, scientific collaborations and collective tasks are assessed.

DR2 researchers
* In addition to supervision and leadership functions, the ability to coordinate and participate in national and international projects will be taken into account.

DR1 researchers
* cf. DR2 criteria
Researcher grade promotion

Criteria common to all grades
In addition to purely bibliometric criteria, the rate, quality and originality of scientific production, the role in the laboratory and the scientific community, recognition (in particular through invitations to conferences), risk taking (which may lead to a temporary limitation of scientific production for thematic reorientation, development of a new experimental method, for example) will be taken into account.
- Teaching (when possible for the researcher), training through research via the supervision of trainees and PhD students, and the dissemination of information will be taken into account.
- When it is clearly justified, mobility with a thematic and/or geographical element will be considered positively.
- The nature of industrial relations, patent applications and the scientific contribution of contracts will be assessed with equal attention. Similarly, outreach actions will be taken into account.
- The perspectives developed by the researcher will be analysed with regard to research projects and themes, with particular attention being paid to their coherence and to their position with respect to the scientific environment.

Specific criteria according to grade

**CRHC Grade Promotion**
- The above criteria apply. The section also evaluates the researcher’s specific scientific expertise and the quality of the collaborations in which this expertise benefits the community. Participation in training through research or teaching is another important criterion, as well as the contribution to collective tasks and the life of the laboratory. Contributions to evaluation missions will also be appreciated.

**Promotion to grade DR1**
- A more demanding requirement is applied as regards the quality of the candidate’s scientific output. Scientific influence and international recognition and the capacity to develop new research themes or strategies are important criteria. Taking responsibility for the management of a laboratory or a research network is another important criterion.

**Promotion to the DRCE grade**
- A more demanding requirement is applied as regards the quality of the candidate’s scientific output. Scientific outreach beyond disciplinary boundaries, international recognition and the ability to develop new research themes or strategies are important criteria. Taking responsibility for the management of a laboratory or research network is another important criterion.
Recruitment of researchers

Specific criteria according to grade

CRCN grade access
* The selection of candidates relates firstly to their intrinsic scientific qualities, which determine their potential in the long term and secondly on the relevance of their research programme and the suitability of their skills to this programme.
* Purely bibliometric criteria, the scientific route and the dynamics of scientific production will be examined. Any thematic and/or geographical mobility will be taken into account positively.

CRHC Grade Access
In addition to the above criteria, the researcher’s specific scientific expertise, involvement in research programmes, scientific collaborations, training through research and evaluation missions will be examined.

Access to the DR2 grade
* A level of responsibility in terms of mentoring young researchers, management or team leadership and scientific initiative will be considered. Particular attention is paid to its ability to coordinate projects. The candidate's influence plays an important role at the DR level.

Access to the DR1 grade
A more demanding requirement is applied as regards the quality of the candidate’s scientific output. Scientific influence and international recognition and the capacity to develop new research themes or strategies are important criteria. Taking responsibility for the management of a laboratory or research network are also important criteria.