



SECTION 11

Soft matter: synthesis, development, assemblies, structure, properties, functions

1. General remarks on the profession of researcher and its evaluation

The profession of researcher involves many different activities. The quality of a researcher's investment in his/her work can take different forms. When carrying out an evaluation, the members of the section are particularly attached to the primacy of scientific contributions while bearing in mind the involvement and integration of researchers in their professional environment.

For all these aspects, the evaluation will be based on an examination of the nature, scope, quality and impact of a researcher's activities, assessed in their scientific, material and human contexts, and the scientific opportunities a researcher has had. It will not be based on a simple examination of quantitative indicators. The evaluation will consider the quality and impact of the researcher's results, taking into account the stage of his/her career and working life path, the contextual elements available and the elements he or she wishes to present to help understand this context and his/her capacity to take part in certain types of activities, the coherence of his/her activities or the results obtained during the period being considered.

2. Periodic evaluation of researchers

2.1 *Common evaluation criteria for all researchers*

The evaluation of researchers, regardless of rank, primarily concentrates on the quality, originality and dynamics of their research and the dissemination of their results. Risks in terms of a thematic change, geographical mobility or a methodological/instrumental development taken to respond to a scientific question will be examined and viewed positively. Although this is an individual evaluation, it will take into account the researcher's position, involvement and influence in his/her laboratory as well as in the French and international scientific community.

Other criteria that are complementary to a researcher's scientific contribution will be positively viewed particularly:

- research training ;
- teaching and popular science initiatives;
- management of academic or industrial research projects, filing patents and their possible applications.

Researchers are invited, if they so wish, to mention events that have had an impact on their professional career.

The perspectives developed will be analysed in the light of the research projects and themes the researcher presents with particular attention paid to their coherence and how they are situated in the scientific landscape.

2.2. *Specific criteria according to grade*

CRCN researchers

The evaluation more specifically evaluates the researcher's scientific autonomy, the implementation of his or her research programme and its originality or the risks involved and his or her

ability to take initiative. Training in research for early career researchers is viewed favourably.

CRHC researchers

The evaluation more specifically evaluates the researcher's scientific expertise, involvement in research programmes, scientific collaborations and collective tasks, his/her investment in the transmission to the laboratory and community of scientific or technical knowledge resulting from the researcher's expertise and his/her capacity to adjust this knowledge if necessary.

DR2 researchers

Research themes and the way these are approached make up a researcher's identity so these are examined along with his or her ability to mobilise resources and create collaborations.

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

DR1 and DRCE researchers

This evaluation is more demanding as regards the quality of the candidate's scientific output. Taking responsibility and involvement in collective tasks and missions are expected. Scientific influence and international recognition and the capacity to develop new research themes or strategies are important criteria.

3. Promotion of researchers

Promotion to the relevant grade will be considered on the basis of the above criteria for each grade.

4. Recruitment of researchers

CRCN grade access

The selection of candidates relates firstly to their intrinsic scientific qualities, which determine their potential in the long term, and secondly to the relevance of their research programme and the suitability of their skills to this programme. The scientific career path, the originality and dynamics of the researcher's scientific output will be examined. Any thematic and/or geographical mobility will be positively viewed.

DR2 grade access

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 the researcher's ability to coordinate projects. The candidate's influence and impact in the research sphere play an important role at the DR level.