

Section 13

These criteria are open, non-exclusive, non-hierarchical and not strictly cumulative.

Periodic evaluation of researchers

Criteria common to all researchers

Researchers will be evaluated first and foremost on the quality and originality of their scientific contributions, without simply examining the quantitative or bibliometrics criteria. The latter will be taken into consideration by integrating the specificities of the various sub-disciplines of the CNRS section and considering the local, national and international context. Periodic evaluations will also account for other aspects of the research activity, such as the dissemination of scientific culture, the valuation or transfer of knowledge, collective responsibilities or research management, etc. The evaluation of a researcher is therefore based upon multiple criteria, each described in detail below.

Scientific contributions: The CNRS section will examine all productions (publications, invited lectures, etc.) with consideration given to the relative weight of each contribution (thesis work, post-doc work, new topic(s), etc.). The originality and impact of work in the scientific community will be at the heart of the evaluation, with interactions with researchers from other disciplines or sub-disciplines also looked upon favourably. Involvement in national and international research programs will also be considered.

Education, training, mentorship and dissemination of scientific information: The CNRS section will carefully examine any types of participation in training, dissemination of knowledge, scientific outreach, supervision, organization of scientific meetings ...

Mobility: Both 'thematic' mobility as well as 'geographical' mobility will be recognized. Though mobility does not constitute an added value by itself, it will be considered through the innovation and scientific dynamics that occur as a result.

Technology transfer, promotion, and industrial relations: The CNRS section will take into account any promotion or technological transfer data, including patents, with used patents or licenses being more heavily weighted in the researcher's favour. In addition, these criteria will be examined according to the specificities of the researcher's sub-discipline, which could take different forms each with their own direct or indirect benefits.

Objectives and dynamism of research: The latter criterion is strongly qualitative. The aim is to assess how the research project, in the short and medium term, is part of a dynamic national and international context. The driving role, teamwork and risk-taking of the researcher will be evaluated.

Important notes for writing the application: The CNRS section strongly suggests that in the list of publications clear distinctions are made between outputs in peer-reviewed journals, conference presentations, non peer-reviewed journals, and outreach journals. It is also advisable to indicate the co-first and/or corresponding author(s). Similarly, for oral presentations, the nature of these must be specified (verbal, invited seminar, etc.) as well as the role of the researcher in each case (speaker or co-author). It is important that a descriptive summary of the report be provided to the members of the section, in such a

way that the relationship between scientific information and quantifiable data appears clearly and that the reports on 'full-term' and 'mid-term' activities are concise.

Specific criteria according to grades

CRCN researchers

In addition to the previous common criteria, the CNRS section will follow the successful integration of recently hired researchers into their new environment. Independence and ownership of research topics will become increasingly important as the number of years of service increases.

CRHC researchers

In addition to the previous common criteria, it will be necessary to assess the continuity and progression of a significant research activity and/or involvement in research, training or promotional activities.

DR2 researchers

In addition to the common criteria, the section will examine the role(s) of the researcher in the coordination and management of their research. This can take different forms, including team management, network coordination, implementing new themes, participation in conference organizations, evaluation, active engagement in scholarly associations, etc. The national and international influence of the researcher will be an important criterion.

DR1 and DRCE researchers

In addition to the common criteria and those listed for the DR2 grade, the aspects of collective responsibility, organization or management of research, distinctions and influence will naturally have a greater weight. For example, the section will examine the team or laboratory management, participation in the management of research programs, the coordination of national and international networks, participation in national and international committees, and membership to peer-review editorial committees, participation in conference organizations, distinctions, prestigious invitations, etc.

Researcher grade promotion

Criteria common to all researchers.

Refer to the criteria previously defined for the evaluation.

Specific criteria according to grades

Promotion to the CRHC grade

In addition to the previous common criteria, the application must provide evidences

facilitating the assessment of career progression since recruitment. The CNRS section will examine the quality and relevance of the work carried out, the adaptation and integration of projects within its team and its medium-term projects. The researcher's involvement in scientific life and their participation at local, national, or international level(s) will also be considered.

Promotion to grade DR1

In addition to the previous common criteria, the CNRS section will consider the following:

- Originality, open to new research themes and creativity, which can be illustrated by high-quality and sustained scientific production.
- National and international recognition.
- Management of research and qualities as a team leader, CNRS training courses management or other organizational bodies/structures of the scientific community.

Promotion to the DRCE grade

In their evaluation of a DRCE application, the CNRS section will consider all the previously described criteria used for a DR1 promotion while also taking into account "exceptional" aspects. In particular the researcher's national and international recognition, the scientific quality as evidenced by their sustained scientific output, as well as their involvement and role in organizing the research must be equally exceptional.

Comments: In addition to the remarks presented for the evaluation of the activity of researchers, the candidate is invited to highlight any elements of their activity that would be likely to justify promotion, for example by explicitly stating in the descriptive summary the publications and works that they consider to be the most significant.

Recruitment of researchers

Criteria common to all researchers

The same general considerations and criteria as those detailed in the section titled "Promotion to researcher grades" must be taken into account for the recruitment of researchers.

The jury will consider three types of criteria whose weight will be adjusted according to the grade considered and the path of the candidate's research:

- **Quantifiable:** The quality of the scientific pathway, residencies abroad and in industry, number and quality of publications in peer-reviewed and patent publications (including extension, assignment of licenses), invited lectures at conferences, supervision of researchers and doctoral students, teaching, thematic mobility, participation in reading committees, conference organization.

Scientific: Scientific and/or technological relevance of the research themes, project(s) (to be placed in the national and international context), innovation and valuation, understanding

and explanation, risk taking and novelty.

- **Creativity:** Scientific scope, national and international recognition.

Specific criteria according to grades

Promotion to the CRCN grade

In addition to the previous common criteria, the following criteria will be considered:

- The understanding and value of the scientific project, the ability of the candidate to develop it as part of his or her future team.

- Potential geographic or thematic mobility.

- The motivation of the candidate, their ability to adapt to teamwork and the development of their medium-term projects.

Promotion to the DR2 grade

In addition to the criteria related to production, quality and relevance, the originality of the scientific work will be taken into account. The ability of the applicant to supervise and/or lead the research will also be evaluated. However, the scientific value, as explained in the previous criteria, will continue to be the most important aspect of the evaluation.

Promotion to the DR1 grade

In addition to the previous criteria:

- Creativity, illustrated by sustained, high-quality scientific production since the start of the career.

- Scientific importance, assessed on the basis of the quality of scientific production.

- Influence, particularly at the international level.

-Leadership qualities, of a team, trainee or other organizational bodies of the scientific community.

Comments: Recommendations made above for the presentation of the application of the promotion of grade remain valid for the recruitment application.