

Section 14

Periodic evaluation of researchers

Criteria common to all researchers

- Scientific production: Publications in peer-reviewed journals, patents
- Presentations at conferences, oral presentations, posters, seminars
- Management
- Promotion and contracts
- Teaching and dissemination of science
- Scientific leadership

Specific criteria according to grade

CRCN researchers

- Common criteria, and
- Integration (in the team, in the institution)
- Progress of the research project
- Evolution of the research project
- Managerial capacity
- Drafting of projects
- Independence
- Risk-taking
- Thematic mobility
- Consistency and quality of scientific production
- Participation in tasks of collective interest
- Involvement in the life of the unit or community
- Integration into the national community

CRHC Researchers

- CRCN criteria and
- Transmission of scientific knowledge acquired through experience

DR2 researchers

- CRCN criteria and
- New themes
- Project design and coordination
- Industrial contracts, promotion of research,
- Projects funded in response to calls to tender (regional, national, international, PICS, LIA, networks, etc).
- International standing (guest lectures, co-organisation of scientific events, residencies at foreign laboratories)
- Coordination of teams and scientific groups
- Administrative responsibilities, research management
- Expertise activity

DR1 researchers

- DR2 criteria and
- General responsibility: Management function, facilitation function, etc.
- Project responsibility
- Excellence in scientific production

- International standing (guest lectures, organisation of major scientific events, residencies in foreign laboratories)

Note:

Researchers will be evaluated first and foremost on the quality and originality of their scientific contributions, without simply examining quantitative criteria. The common and specific criteria given above are not presented in order of importance. It is not a question of meeting all these criteria, but rather the path that will be considered as a whole, in its context and in its dynamics. A clear presentation focusing on the important points of the researcher's activity over the period in question is therefore essential.

Grade promotion of researchers

Criteria common to all researchers

- Scientific production: Publications in peer-reviewed journals, patents
- Clarity and coherence of the activity
- Presentations at conferences, oral presentations, posters, seminars
- Management
- Teaching and dissemination of science

Specific criteria according to grade

CRHC Grade Promotion

- Consistency and quality of scientific production
- Thematic mobility or development of expertise during the career
- Transmission of scientific knowledge acquired through experience
- Evolution of the research project over the career
- Risk-taking
- Integration into the scientific community
- Participation in tasks of common interest
- Involvement in the life of the unit or community
- Acquired professional experience

Promotion to grade DR1

- Scientific influence
- Innovation, development, generation of research themes
- Responsibility for and coordination of scientific projects
- Responsibility for industrial contracts, promotion
- Research unit responsibility, team supervision
- Collective and administrative responsibilities
- Editorial activity

Promotion to the DRCE grade

- Breakthrough, major contribution or exceptional importance in a scientific field
- International recognition (prizes, long-term guest residencies, plenary lectures at the major conferences of the discipline)
- Leading role in structuring research, in the national and international guidance bodies, advice, steering committees, drafting calls for tender, active participation in scholarly associations, etc.

Note:

Candidates will be evaluated first and foremost on the quality and originality of their scientific contributions, without simply examining quantitative criteria. The common and specific criteria given above are not presented in order of importance. It is not a question of meeting all these criteria, but rather the path that will be considered as a whole, in its context and in its dynamics. A clear and concise presentation,

highlighting the areas of strength and the standout moments of the career path, is therefore essential.

Recruitment of researchers

Criteria common to all researchers

- Publications in peer-reviewed journals
- Consistency of the scientific project with the teams/host units envisaged

Specific criteria according to grade

Promotion to the CRCN grade

- Oral presentations, posters, seminars
- Quality of educational path
- Research projects in the short and medium term, in line with the orientation of the host team
- Thematic and geographical mobilities
- Quality and diversity of research experience

Promotion to the DR2 grade

- Book chapters, patents
- Evolution and diversification of the research project and scientific risk-taking
 - Project design and management, promotion of research: contracts (ANR, industrial, European, etc.), participation in national and international operations (PICS, LIA, networks, etc.)
 - International standing (guest lectures co-organisation of scientific events, seminars/residencies in foreign laboratories)
 - Coordination of teams, scientific groups (GDR, etc.) and integration into the laboratory
 - Supervision of researchers and PhD students
 - Teaching and/or dissemination of science
 - Administrative responsibilities, research management
 - Non-exclusive HDR

Promotion to the DR1 grade

- Guest lectures at conferences, oral presentations, posters, seminars
 - International standing (guest lectures, co-organisation of scientific events, residencies at foreign laboratories)
 - Book chapters, patents
 - Mobility and thematic diversification
 - Design, financing and coordination of research projects
 - Scientific risk-taking
 - Research promotion: Contracts (ANR, European industrial, etc.), participation in national and international actions (PICS, LIA, networks, etc.)
 - Coordination of teams, laboratories, scientific groups (GDR, etc.), management of research, participation in administrative bodies
 - Teaching and/or dissemination of science

Note:

Candidates will be evaluated first and foremost on the quality and originality of their scientific

contributions, without simply examining quantitative criteria. The common and specific criteria given above are not presented in order of importance. It is not a question of meeting all these criteria, but rather the path that will be considered as a whole, in its context and in its dynamics. A clear and concise presentation, highlighting the areas of strength and the standout moments of the career path, is therefore essential.