PERIODIC EVALUATION OF RESEARCHERS

Criteria common to all researchers

- Quality and originality of scientific production: Publications, invited and oral lectures, patents
- Integration and consistency of research activities in laboratory projects
- Contract research (industry, national and international programs)
- Technological transfer
- National and international collaborations
- Training, thesis supervision

Specific criteria according to the

CR Researcher grade

- Quality of scientific production
- Progress of the project presented during recruitment
- Integration into the laboratory
- Evolution and opening of the topic
- Responsibility and Facilitation
- National and international recognition

DR2 researchers

- Scientific influence
- Responsibilities and facilitation
- Management of research topics
- Conference organization
**DR1 researchers**

- Increased impact of DR2 criteria
- Dissemination of knowledge: book chapters, magazine articles, etc.
- National and international responsibilities
- Team management

*Comments:*
The criteria listed above are not given in order of importance. It is the assessment of the whole application which matters. A clear and exhaustive presentation of the researcher’s activity is therefore essential. Special attention must be paid to the presentation of conferences and presentations:
1. Invited lectures at conferences presented by the author
2. Oral presentations at conferences (name of the author underlined)
3. Seminars at laboratories and other organisations (name of the author underlined)
4. Outreach (name of the author underlined)

**RESEARCHER GRADE PROMOTION**

**Criteria common to all researchers**

- Quality and originality of scientific production
- Scientific production: Publications, invited and oral presentations, patents
- Integration and consistency of research activities in laboratory projects
- Contract research (industry, national and international programs)
- Technological transfer
- National and international collaborations
- Training, thesis supervision

**Specific criteria according to grades Progress to grade DR1**

- Quality and originality of the research project
- Creativity and scientific scope; topical opening
- National and international influence
- Ability to coordinate research and to structure research
- Collective responsibility, evaluation committees, program committees
- Network management

**Promotion to the DRCE grade**

- Increased impact of DR1 criteria considering their exceptional aspects
- Strong involvement in the organisation of research and management

*Comments:*
It is not a question of meeting all the criteria. The entire trajectory will be considered by the section.

**RECRUITMENT OF RESEARCHERS**

**Criteria common to all researchers**

- Quality of scientific production
- Quality and originality of the scientific project
- Potential for insertion into the planned host laboratory

**Specific criteria according to grade**

**Access to CR grades**

- Quality of the research training path
- Thematic and/or geographical mobility
- Candidate development potential

**Promotion to the DR2 grade**

- Quality and originality of scientific production
- Scientific production: Publications, invited and oral presentations, patents
- Quality and originality of the research project
- Integration of research activities into laboratory projects
- Industrial relations, technological transfer

- National and international collaborations

- Training, thesis supervision

- Ability of the candidate to carry out a research project and to supervise a team

**Promotion to the DR1 grade**

- Increased impact of DR2 criteria

- Creativity and scientific scope

- International influence

- Ability to coordinate and manage a research structure