Section 17

Research work

Research work involves diverse activities.

An inventive and varied research:
- Scientific production: Publications, development and provision of innovative tools, methodological or instrumental development
- Investment in heavy operations: Large equipment, major programmes, etc.
- Collaborations and support for the community.
- Integration of researcher activities and projects within the lab activity and in connection with projects within the discipline.

Organised research:
- Participation in programs, projects, contracts
- Team leadership
- Participation in the collective life of the laboratory and research
- Participation in national or international bodies
- Participation in national observation services
- Responsibility for programmes, projects, contracts
- Responsibilities in the administration of the laboratory and of research
- Management of a laboratory, an OSU, etc.

Promoted research:
- Dissemination of scientific and technical information, scientific editing.
- Organisation of conferences, colloquia, workshops
- Dissemination of scientific culture
- Relationships with industry, patents and contracts.

Diverse missions:
- Teaching
- Doctoral supervision
- Organisation of schools, further education internships/placements

These activities cannot, however, fully account for the diversity of existing situations, a diversity which plays an important role in quality research.
Criteria for quality research

Quality research work is defined by various qualitative criteria. The qualitative aspect of the evaluation concerns, among other things, the originality of the work carried out, creativity, collaboration and risk-taking.

The following are measures of quality:
- Skills, scientific expertise, methodological expertise,
- Impact of the work,
- Immediate potential, long-term potential,
- Creativity,
- Originality and relevance of scientific orientations,
- Collaborative efficiency,
- Ability to develop projects, to lead projects,
- Leadership for the benefit of the community,
- Thematic or geographical mobility, which is not an end in itself, but bears witness to the researcher's independence and ability to adapt.

These criteria are neither exclusive nor discriminating, as the diversity of individual profiles plays an important role in high-quality collective research. A career may be marked by phases of varied activity or, on the contrary, be homogeneous over time.

Recruitment

Candidates for the various competitions must meet the above criteria. The assessment of these criteria is open, non-exclusive, non-hierarchical and not strictly cumulative; they are adapted according to progress in the career.

Standard Research Fellow (CR)
A CR candidate must have demonstrated:
- His or her independence and autonomy from the thesis team,
- the impact of his or her scientific potential,
- the interest and relevance of the research project and the integration of this project into the French scientific landscape.

Senior researchers of the 2nd class (DR2)
A DR2 candidate must have demonstrated his or her skill in leading research. He or she is distinguished by the impact of work, scientific importance, and international reputation. He or she has shown creativity and relevance in the scientific approach. He or she has taken on responsibilities for the benefit of the community.

Promotions

Candidates for the various promotions must meet the above criteria. The assessment of these criteria is open, non-exclusive, non-hierarchical and not strictly cumulative; they are adapted according to progress in the career.

CRHC
The promotion of research managers at the CRHC level sanctions the quality of their work and their influence, as well as their scientific maturity. This can present differently, through leadership in projects, investment in the organisation of discipline, the development of tools for the benefit of the community, promotion, and the supervision of young researchers.
Research directors of 1st class or exceptional class (DR1/DRCE)

The promotion of research managers at levels DR1 or DRCE takes into account the factors that measure the significance of a career, in addition to the elements developed since the previous promotion: Scientific influence over time, major contribution to the discipline, structuring role for the discipline, coordination of projects, and major collective responsibilities.

Oral presentations and application

A good application shares the same qualities as a good scientific article: It is accessible, the information is put into context and prioritised; the summary shows the salient points.

Compilation and listing of results and projects do not make a good application: Recent work should be emphasized, older works should be summarised, more concisely the older they are; the information must be structured and prioritised.

The quality of the oral presentation is measured against the qualities expected of any scientific presentation.

Unit review

The evaluation of the units goes hand in hand with those of the researchers: The section does not evaluate a unit without taking into account its members, and does not evaluate the CNRS researchers without taking into account the working framework that is the unit. The section pays attention to various elements:
- Unit strategy and ability to implement it,
- Synergies created by the laboratory,
- Management of scientific, technical and administrative staff,
- Quality of work environment for staff,
- Use of the laboratory’s resources and equipment,
- Operation of internal bodies,
- Management organisation,
- Quality of external collaborations and invitations,
- Vitality of the laboratory,
- Involvement in training, support for young PhDs,
- Involvement in teaching,
- Dissemination of scientific culture,
- Promotional actions.