Section 18

Criteria for evaluation and recruitment of researchers

The evaluation of the activity of researchers or their recruitment is based on the review by the section of their application according to criteria corresponding to several types of works or investments. These criteria are neither exclusive nor discriminating, provided that scientific production is sufficient. A career can be marked by a series of phases of varied activity or, on the contrary, be homogeneous over time.

The section works from a document provided by the researchers evaluated or candidates for a promotion (CRCN to CRHC; DR2 to DR1; DR1 to DRCE) or for a competitive examination (CRCN, CRHC, DR2 and DR1 recruitment). This document must be as informative as possible (including contextual elements) while remaining concise and easy to follow. It must make it possible to assess the quality and originality of the works and to assess their scope and their national and international recognition. The use of conventional recognition indicators is recommended (citation rate per item, for example). These will be updated in the application file. It must also inform the section of investments outside the strict research activity (scientific management and promotion, supervision of young researchers and team management, project management, education and training, technology transfers). It is the responsibility of the assessed researcher or the candidate to provide elements enabling him or her to assess his or her own reputation in the event that the classical indicators are not sufficient.

The importance given to the following criteria increase from the CR body to that of the DR and through CRCN grades to CRHC and DR2 to DRCE. We will indentify:

Scientific contributions

- Originality and innovative aspect of the work undertaken and planned projects. Actual or foreseeable impact on geosciences in general - Methodological or instrumental development, investment in heavy-instrument operations (large equipment, long sea programmes, etc.)
- National and international scientific recognition and influence (joint projects and collaboration with other countries, distinctions, quantified impact, etc.)
- Quality and regularity of scientific production
- Independence
- Interest of the methods developed and results (over the reference period for evaluations)
- Relevance of projects and scientific strategy, appropriateness/relevance/feasibility.
- Scientific mentorship capacity at Master and PhD levels (quality of internships and supervised theses, promotion by publications, future of students)

Collective responsibilities and research management

- Responsibilities in administering a laboratory or a team in a large laboratory
- Investment in the collective life of laboratories (seminars, premises, equipment)
- Participation in research or higher education management bodies (scientific commissions, doctoral schools, recruitment committees, etc.)
- Regional, national and international research program management
- Editorial responsibilities
- Organisation of scientific events: Seminars, workshops, conferences, excursions
- Expertise (juries, etc.)
Mobilities
- Thematic mobility
- Change of geographical area
- Organisational mobility: Secondments, delegations, sabbaticals
- Mobility towards industry

In each case, the assessment focuses on risk-taking, medium-term contributions and the long-term impact of the various movements. A mobility project can also be presented.

Education, dissemination of information and scientific culture
- University education (Bachelor's Degree, Master's Degree), duration over the year, responsibilities for modules, sectors or pathways
- Educational conferences, teacher training
- General public presentations (all-inclusive universities, schools, digital vectors, etc.)

Socio-economic promotion, development and transfer of technological knowledge, industrial relations
- Patents
- Partnership and contributions in return
- Consortium assembly
- Cifre, BDI scholarships

Specific criteria according to grade
In addition to the common criteria, evaluation of the activity of assessed researchers or candidates is carried out according to the criteria corresponding to the desired grade.

CR researchers
Whether in recruitment competitions or posterior evaluations, research is assessed with regard to the duration of professional experience.
- Quality and regularity of scientific production, originality and scientific influence.
- Interest in projects and scientific strategy for the French community
- Involvement or interest in training for research and knowledge dissemination
- Involvement in the management of research programmes

The grade Senior [hors classe] (CRHC) is assessed according to the same criteria but this grade recognises the experience and quality of activity throughout the career. However, the criteria of investing in the collective life of the laboratory and scientific expertise will be added.

DR2 researchers
- Responsibilities in administering a laboratory, team or platform
- Participation in research or higher education bodies
- Management of research programmes
- Editorial responsibilities
- National and international expertise.
**DR1 and DRCE researchers**
At this level of career, the application must be balanced between scientific impact, international influence and investment in research management. The roles in setting up a solid research team or a scientific “school”, or in the promotion and management of very large equipment or any other important structure, must be quantitatively and qualitatively remarkable.

**Researcher grade promotion**
The proposals for classification by the section for researcher grade promotion (CRCN-CRHC, DR2-DR1 and DR1-DRCE) are established following the evaluation of the activity of the researchers carried out according to the criteria presented above.