Section 19

The section works from the documents provided by the researchers evaluated or candidates for a promotion (CRCN to CRHC; DR2 to DR1; DR1 to DRCE1; DRCE1 to DRCE2) or for a competition (CRCN or DR2 recruitment). This document must be as informative as possible while remaining concise. It must make it possible to assess the quality and originality of the work and to assess national and international recognition. Any quantitative information on the scope of the work or on activities other than strictly research activities (e.g. scientific management and valuation, education, training, technology transfers, distinctions) must be provided in detail to the section via these documents.

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

CRCN competitive examinations

Common evaluation criteria:

- Quality of scientific work
- Scientific issues and originality of the proposed project
- Ability of the candidate to implement his/her project
- Capacity for independence and to work as a team
- Integration capacity within the envisaged laboratory and in the national and international landscape
- Mobility (geographic and/or thematic)
- Interview quality

Criteria such as participation in teaching, technological innovation (instrumental or digital), the ability to develop new projects, scientific research activities, training activities and knowledge dissemination can also be taken into account.

The application of these criteria will be weighted according to the candidate’s research experience (whether it corresponds mainly to thesis work or a post-doctoral path of a larger scale).

Research Director Competition

CRCN criteria plus:

- Fundamental contributions to disciplines relevant to section 19
- International influence
- Supervision of young researchers, effective management of theses, teaching
- Innovation capacity: Initiation of research and/or programmes, development of tools (instruments, digital codes, databases, etc.)

- Coordination of research, of its guidance and evaluation

- Collective activities serving research (responsibility for a team, equipment, etc.)

- Dissemination of knowledge into civil society, administrations, interaction with industry, patent filing

**Periodic evaluation and grade promotion of researchers:**

The evaluation of researchers during their career and their promotion is done by measuring their activity according to the recruitment criteria detailed above. A new researcher will have to conduct activities commensurate with the project submitted at the time of recruitment. A researcher will need to ensure that she/he starts to implement activities relevant to the next level to facilitate her/his promotion.

For the evaluation of DR1s and DRCE and during examination of DR2-DR1 promotion applications, then DR1-DRCE, in addition to scientific activity, an increasing weight will be attributed to the criteria regarding functional responsibilities (unit management, national or international bodies, etc.).