

# SECTION 19

## The Earth System: superficial layers

### Recruitment and promotion of researchers

The panel of Section 19 works on the basis of documents provided by the evaluated researchers or those applying 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.

The section recommends that the file (application, promotion, evaluation) not exceed 25 pages, not including annexes. It must make it possible to assess the quality and originality of the work and to assess national and international recognition. The dossier should allow for an assessment of the quality and originality of the work and an evaluation of national and international recognition. Any quantitative information on the scope of the work or on the activities other than the strict research activity (for example, scientific management and valorization, teaching, training, technology transfer, awards...) must be provided in a precise manner to the section in the file.

### **Competitions**

The section makes its assessment on the basis of the following criteria which are not intended to be fully exhaustive, hierarchical and strictly cumulative:

#### **CRCN competitive recruitment**

- Quality of scientific work
- Scientific stakes and originality of the proposed project
- Ability of the candidate to implement his/her project
- Capacity of autonomy and teamwork
- Ability to integrate into the national and international landscape
  
- Scientific responsibilities

Criteria such as the ability to develop new projects, training/supervisory activities, geographical mobility, thematic mobility, participation in teaching, technological innovation (instrumental or digital), and dissemination of knowledge to the general public may 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 more extensive postdoctoral experience).

## Research Director Competition

**In addition to the criteria for CRCN competitions, the section also examines the following criteria for DR competitions:**

- Fundamental contributions to disciplines relevant to "Section 19"
- International influence
- Supervision of young researchers, supervision of theses as the main adviser (please indicate the effective % of supervision), teaching
- Innovation capacity: Initiation of research and/or programmes, development of tools (instruments, digital codes, databases, etc.)
- Coordination of research, its guidance and evaluation at local, national and international scale
- Collective activities serving research (responsibility for equipment, team, laboratory management/assistant management, etc.)
- Dissemination of knowledge to civil society, administrations,
- Interaction with industry, patent filing

## Periodic evaluation and grade promotion of researchers:

The evaluation of researchers during their career and when they apply for promotion is done by measuring their activity according to the recruitment criteria detailed above. A new researcher will be expected to carry out activities consistent with the project submitted at the time of recruitment. A researcher should ensure that he/she begins to implement activities relevant to the higher level (grade or body) to facilitate his/her advancement.

For the evaluation of DR1s and DRCEs and for the examination of promotion files for DR2-DR1s, then DR1-DRCEs, in addition to scientific activity, increasing weight will be given to criteria concerning the assumption of functional responsibilities (management of a unit, national or international bodies).

For wave and mid-wave evaluations, the activity must relate exclusively to the reference period. For promotion files, the emphasis must be placed on progress since the competition or the last promotion.