Section 21

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

Unit evaluation and participation in HCERES assessments
The section takes an integrated look at the activity of the CNRS units and researchers contributing to it, thus providing an original and comparative perspective for the units at the national level. The section is also represented in Hcéres assessments by an expert who participates to the reviewing committee and who links the assessments of the Hcéres and those of the section. The section thus incorporates the assessment of the Hcéres into its own scientific analysis, without duplicating it, which ensures a deeper evaluation of units. The section relies in particular on its members representing engineers, technicians and administrative staff (electoral college C) to evaluate all research professions within the units.

The criteria used (listed here in an arbitrary order) are:
- Quality of scientific production
- Competitiveness in the international context
- Originality, innovation of the themes studied and of the projects
- Strategy implemented (alignment between chosen methodologies and research goals)
- Ability to integrate new approaches and ability to adapt
- Collective dynamics of teams within the unit
- Strategic role, intellectual influence, specificity of the themes and competences of the unit at the European, national and regional level

Recruitment, grade promotion and evaluation of researchers
In all cases, the quality of the researchers’ activity will be assessed by seeking to integrate the following elements which apply to past activity as well as to the projects (listed here in an arbitrary order):
- Quality of scientific production. Publications as principal author (first or last according to grade) will play an important role.
- Originality, innovation of the themes studied
- Competitiveness in the international context
- Collaborations
- Strategy implemented (alignment between chosen methodologies and research goals, feasibility in the local context)
- Mobility (thematic and geographic)
- Compatibility with the themes of the section

CRCN Recruitment
The section will endeavour to assess the potential of the candidate (maturity, autonomy, scientific knowledge) and his or her contribution to the work produced. In particular, the applicant must have demonstrated his or her personal productivity. Scientific production must be in proportion to the duration of the research activity. Thus, according to the candidate's research experience, autonomy (the driving role in projects carried out and proposed) and the ability to supervise students may be important criteria.

The section will consider recruitment of researchers at all stages of their career, from the first years of post-doctoral studies to junior team leader.

DR2 Recruitment
The emphasis will be placed on the candidate’s ability to supervise and coordinate a research theme through an original, coherent and ambitious scientific project, and beyond his or her own activity. Scientific risk-taking since the start of the career, the experience of supervising students/researchers, obtaining institutional and/or industrial contracts, and participation
in teaching and publication of journal articles or book chapters will be considered as positive elements. In general, the quality and originality of the articles published will be the determining factor. It is expected that the driving role in research projects will be reflected in the senior author position. Due to the variety of the research themes and scientific journals attached to the section, the number of articles published and their "measured" impact (citation index) will be one of the indicators of the quality of the candidates’ work.

**CRHC Promotion**
The criteria for the promotion to Senior Researcher [CRHC] will be based on the criteria for recruiting CRCN researchers, while taking into account the professional experience gained.

**DR1 Promotion**
As a general rule, the predominant criterion is that of the candidate's scientific contribution. The other criteria represent very important facets of DR activity and will be taken into account. However, they cannot replace the scientific contribution criterion.

- **Scientific contribution**
  Quality of scientific contributions: Original articles (quality, number, rank in the list of authors), seminars and guest lectures. Impact in the field (pioneering works, scientific legacy for students and post-docs). Consistency, originality and ambition of the research programme. Participation in international programmes (to be dissociated from the managerial side) and editorial boards of scientific journals.

- **Education, Training, Dissemination**
  Teaching, organisation/participation in workshops, thematic schools or international conferences, books or guest chapters of works, scientific outreach actions and general-public documents, implementation of collaborations.

- **Collective responsibilities and research management**
  Evolution over the course of the career of responsibilities for the management and administration of research. Expert activities within national and international scientific programmes. Obtaining research contracts (national, international).

- **Technology promotion and transfer**
  Obtaining industrial research contracts. Patent registration (to be weighted according to the reporting structure).

The section is favourable to concise activity reports, which are better able to highlight the scientific qualities of the application. It recommends the use of the template provided on the assessment site, limiting the description of the research activities to 5 pages maximum for a mid-term report (2.5 years of activity) and at a maximum of 10 pages for a full-term report (5 years). Conciseness will also be appreciated for applications for a promotion, limiting the report on research activities to 10 pages maximum, whatever the type of promotion (excluding CV and list of productions). It is recommended that the list of scientific productions distinguishes research articles from review articles, that the name of the candidate be underlined and that, where appropriate, the candidate indicates if he or she is a corresponding author.