

Section 23

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

Periodic evaluation of researchers

Criteria common to all researchers

- Quality of the scientific project (originality, feasibility, risk taking)
- Quality of results and scientific production
- Local integration (team, unit), national and international influence
- Education, training (supervision), dissemination and promotion of research

Specific criteria according to grades:

CRCN Researcher

- Progress of the work since recruitment
- Quality of scientific production
- Integration into the team and unit
- Research training activities

DR2 Researcher

- Originality, development and dynamics of the research project, risk taking
- Quality of scientific production
- National and international influence
- Ability to lead and lead a team, ability to unify a specific theme within a unit
- Ability to generate funding for projects, responsibility for research contracts
- Training activities
- Collective responsibilities
- Teaching and promotion activities
- Mobility, thematic evolution

DR1 Researcher

- Originality, development and evolution of the research project
- Quality of scientific production
- National and international influence, scientific dynamics
- Direction and coordination of a team and/or research training (research management)
- Administration and management of research contracts
- Local, national and international collective responsibilities
- Training, teaching, promotion and expertise activities

Researcher grade Promotion

Criteria common to all researchers

- Quality and development of the scientific project (originality, feasibility, risk taking)
- Quality of results and scientific production
- Local integration (team, unit), national and international influence
- Education, training (supervision), dissemination and promotion of research

Specific criteria according to grade

Promotion to CRHC grade

- The scientific production will be assessed mainly on the quality of publications, but also on the quantity of publications in relation to the length of the candidate's scientific career.
- Thematic mobility may be considered positively.
- Consistency, originality, feasibility of the research project taking into account the host unit and the

international context.

- The ability to take on responsibilities (student supervision, teaching experience, collective tasks, facilitation, collaborations) may be considered in connection with the candidate's career.
- Obtaining of own funds, project responsibility

Promotion to DR1 grade

- Originality, development and evolution of the research project, scientific dynamics
- Quality of scientific production
- National and international influence
- Direction and coordination of a research team or training (research management)
- Administration and contract management
- Local, national and international collective responsibilities
- Training, teaching, promotion and expertise activities

Promotion to the DRCE grade

- Direction of training or a collection of trainings (research management)
- Commitment and access to significant collective responsibilities in management or research management actions (national and international)
- Expertise activities
- Scientific coordination, knowledge transfer and promotion activities

Recruitment of researchers

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Criteria common to all researchers

- Quality of the scientific project (originality, feasibility, risk taking)
- Publication activity and quality of scientific contributions (publications, seminars, conferences)

Grade-specific criteria

CRCN grade

- Original publications in peer reviewed journals validating the candidate's research career.
- Excellence in scientific production will be assessed mainly on the quality of publications, but also on the quantity of publications in relation to the length of the candidate's scientific career.
- The achievement of a post-doctoral position in a laboratory other than the one where the thesis has been prepared, including, where possible, thematic mobility, will be an element considered favourably in the evaluation.
- Consistency, originality, feasibility of the research project taking into account the host unit envisaged and the international context.
- The ability to take on responsibilities (student supervision, teaching experience, collective tasks, facilitation, collaborations) may be considered in connection with the candidate's career.

DR2 grade

- Originality, development and dynamics of the research project, risk taking
- Quality of scientific production
- National and international influence
- Ability to lead and direct a team, or to bring out a specific theme within a team
- Obtaining of own funds, project responsibility
- Training activities (accreditation to conduct research or equivalent experiences), teaching and promotion
- Geographical and/or thematic mobility
- Collective responsibilities