

The mission of a researcher is to produce, promote and transmit knowledge. The relative part of these missions varies according to career development. The evaluation must be able to judge the proper accomplishment of these missions. It is based on the submission of an activity report which must be clear, precise and concise. It should also allow evaluators to situate these different research missions in the national and international context

Periodic evaluation of researchers

Criteria common to all researchers

- Quality of the scientific project and scientific production (originality, feasibility, risk-taking)
- Scientific outreach
- Training activity (supervision) and teaching, dissemination and promotion of research
- Local integration (team, unit), national and international influence

The section will assign relative importance to each of these criteria depending on the stage of career development.

Grades advancement of researchers

CRHC

- Scientific contribution in the discipline.
- Involvement in the organization and operation of the laboratory.
- Supervision and training capacity.
- Scientific outreach.
- Participation in collaborative networks.
- Participation in expertise and dissemination of knowledge.

DR1

- Scientific Excellence
- International influence
- Supervision and animation of research
- Collective and managerial responsibility
- Dissemination of knowledge
- Valuation

DRCE

- Scientific excellence over time
- Major contribution in the discipline
- International recognition and influence
- Community Service Responsibilities
- Ability to federate collaborative networks at national and international level

Recruitment of researchers

The section applies specific criteria according to the grades.

CRCN

- Publication as first author/corresponding author in at least two different laboratories. The level of publication will be assessed considering the length of the candidate's scientific career.

- Publication in journals with high visibility in the discipline.
- Geographical and thematic mobility will be considered.
- Quality of the scientific project.
- Suitability of the candidate's profile and project with regard to a theme or assignment displayed as a priority in the AOC.

Depending on the length of the candidates' scientific career, the jury will take into account additional criteria, such as the international recognition of the published work, or the autonomous development of the research program: supervisory skills and scientific influence.

DR2

- Major contribution in the research field.
- Articles signed as last and/or corresponding author.
- Ability to conduct research.
- Involvement in expertise and dissemination of research.
- Scientific outreach.
- Ability to supervise and manage a research group.