Section 27

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

Periodic evaluation of researchers

Criteria common to all researchers
- Quality and originality of scientific contributions
- National and international influence
- Training activity, dissemination of scientific knowledge and lecturer activity (implementation and/or participation in thematic schools, training workshops, teaching modules, doctoral schools; participation in public awareness campaigns; training of doctoral students, etc.)
- Technology transfer, industrial and biomedical promotion
- Collective responsibilities and research management
- Mobility

These criteria must be modulated throughout the career of a researcher, ranging from mastering a research program and its promotion for young researchers, to team or laboratory management and national and international influence for research directors.

The elements to be taken into account more specifically include:
- Development of a structured and feasible scientific project on a relevant and original theme that has a significant impact at national and international level
- Technical and conceptual mobility in a discipline (post-doctoral internships, diversity of technological developments and training, etc.) attesting to adaptability and an aptitude for interdisciplinarity
- Scientific influence (writing of reviews and comments in the best general or specialist journals, organisation of international conferences, participation in external consulting at major institutes, etc.)
- Originality of approaches and results, number and quality of publications and patents (registration, license for use)
- Responsibility for research programmes and obtaining contracts
- Quality of national and international collaborations
- Aptitude for collective work, integration into a team and/or research programme, and team management
- Participation in scientific dissemination, collective tasks, teaching and the administration of research
- Economic, social (particularly biomedical) or cultural valuation of the works
- Adaptability to thematic and technological developments and risk taking

Specific criteria according to grade

CRCN Researcher
- Quality of research training and quality of knowledge in the research field
- Research experience in different environments
- Quality of scientific production
- Ability to work collectively (team, research programme)
- Ability to develop a research program
- Contribution to the discipline
- Ability to design and develop independent, feasible and original research
- Ability to finance his or her own work (participation/coordination of contracts)
- Ability to take responsibility (team leadership and/or collaborative programs)
- Participation in scientific dissemination, collective tasks, teaching
- Economic and biomedical promotion of works

DR2 Researcher
- Quality of publications and summary structures
- International influence
- Ability to manage or initiate thematic or technological evolutions
- Thematic or geographical mobility
- Leadership and scientific direction experience
- Participation in research administration
- Careers of former PhD students and post-doctoral fellows trained

DR1 Researcher
- Transdisciplinary and/or international influence
- Management activity and direction of research (structuring of activities, personnel management)
- Collective responsibilities and research management
- Dissemination and outreach of scientific information

**DRCE Researcher**
- Recognition of exceptional scientific qualities
- International referencing
- Exceptional collective responsibilities

**Researcher grade promotion**

Criteria common to all researchers
Quality and originality of scientific production
Teaching and dissemination of scientific culture
National and international influence
Industrial, biomedical and/or cultural promotion activity

Specific criteria according to grades:

**Promotion to grade DR1**
- Transdisciplinary and/or international influence
- Management and direction of research activity (structuring of activities, personnel management)
- Collective responsibilities and research management
- Dissemination and outreach of scientific information
- Careers of former PhD students and post-doctoral fellows trained

**Promotion to the DRCE grade**
- Recognition of exceptional scientific qualities
- International referencing and recognition
- Ability to disseminate ideas and to create a school of thought
- Exceptional collective responsibilities

Recruitment of researchers (eligibility phase)
*These criteria are non-exclusive, non-hierarchical and not strictly cumulative.*

Criteria common to all researchers
Quality of the research training pathway
Quality and originality of scientific production (particularly publications in the primary author position)
Teaching, teaching and dissemination of scientific culture
National and international influence
Industrial, biomedical and/or cultural promotion activity

Specific criteria according to promotion to grade

**Promotion to the CRCN grade**
- Overall quality of scientific production and dissemination.
- Ability to design and develop a research program in an independent manner and in line with the themes of the host laboratory envisaged.
- Depending on the research pathway, the following will also be considered: The ability to take responsibility (supervision, team leadership and/or collaborative programmes), the ability to promote the work carried out and raise funds, scientific dissemination including teaching, and involvement in collective tasks.

**Promotion to the DR2 grade**
- Quality of publications and summary works
- National and international influence
- Ability to manage or initiate thematic or technological evolutions
- Thematic or geographical mobility
- Capacity for and experience of coaching and scientific management
- Participation in research administration

**Promotion to the DR1 grade**
- Transdisciplinary and/or international influence
- Management and direction of research activity (structuring of activities, personnel management)
- Collective responsibilities and research management
- Dissemination and outreach of scientific information