

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, and doctoral schools; participation in public outreach campaigns; training of doctoral students, etc.)
- Technology transfer, industrial and biomedical promotion
- Collective responsibilities and research management
- Mobility

These criteria must be viewed throughout the career of a researcher, ranging from leading 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, organization 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 programs and obtaining funds
- Quality of national and international collaborations
- Aptitude for collective work, integration into a team and/or research program, 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 and CRHC 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 program)
- Ability to develop a research program
- Contribution to the discipline

- Ability to design and develop independent, feasible and original research
- Ability to finance his/her 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
- International influence
- Ability to manage or initiate thematic or technological evolutions
- Thematic or geographical mobility
- Leadership and scientific experience
- Participation in research administration
- Training of former PhD students and post-doctoral fellows

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 recognition
- 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 CRHC

- Contribution to the scientific field of research
- Involvement in the laboratory and/or team projects
- Training, management, teaching, and industrial activity
- Collective responsibilities and scientific outreach

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
- Exceptional collective responsibilities

Recruitment of researchers

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

Criteria common to all researchers

- Quality of the scientific cursus
- Quality and originality of scientific production
- Training, teaching, and public outreach
- National and international influence
- Industrial, biomedical, and/or cultural promotion activity

Specific criteria according to promotion to the grade

Promotion to the CRCN grade

- Overall quality of scientific production and dissemination.
- Ability to design and develop an independent research program.
- Adequacy of the candidate's profile and project with regard to a theme or assignment displayed as a priority in the AOC.
- Depending on the research pathway, the following will also be considered: the ability to take responsibility (supervision, team leadership, and/or collaborative programs), 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
- National and international influence
- Ability to manage or initiate thematic or technological evolutions
- Thematic or geographical mobility
- Capacity for and experience in training 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