Section 28

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

Periodic evaluation of researchers

The evaluation is based firstly on the scientific contribution of the evaluated researchers. It also considers the other dimensions of the research activity, such as dissemination, valorization (patents) or transfer of knowledge and leadership or management responsibilities.

Criteria common to all researchers

- Existence of a clear scientific project in themes and methodologies
- Diversity of scientific experience in a discipline (post-doc, specific training)
- Originality of approach and results
- Quality of scientific production

Specific criteria according to grade

CRCN researchers

- Quality and progression of research activity
- Ability to define and clarify research projects
- Ability to work collectively and integration into a team
  and/or program

Depending on the research experience:

- Contribution to the discipline
- Acquisition of new skills
- Responsibility of projects
- Student mentorship
- Participation in scientific dissemination, collective tasks, teaching, valorization (patents) of research
- Insertion in research networks

DR2 researchers

In addition to the previous criteria:

- Ability to federate
- Scientific program responsibilities
- Publications of scientific relevant reviews
- International visibility
- Thematic mobility

DR1 / DRCE researchers

In addition to the previous criteria:

- International and/or transdisciplinary visibility
- Team, unit leadership experience
- Ability to research programming
Promotions

Criteria common to all grades
- Scientific production and knowledge dissemination
- Training, supervision (PhD students, post-doctoral students)
- Mobility
- Scientific and research management responsibilities (local, national)
-Valorization (patents), fundings

Specific criteria according to grade

Promotion to CRHC grade
- Publication activity
- Student supervisions
- Involvement in research contracts
- Collective responsibilities

Promotion to DR1 grade
- International recognition
- Management of a team and/or group or unit
- Autonomy in program management
- Valorization
- Thematic mobility
- Strategic vision

Promotion to the DRCE grade
- Recognition of exceptional scientific qualities
- Internationally recognized expertise
- International organization responsibilities
- Investment in research management
- Ability to create a school of thoughts

Recruitment of researchers

The various stages of the competitions are described in the CNRS website, here are the recruitment criteria

Criteria
The section considers that the candidate selection is based on their intrinsic scientific qualities because they determine their long-term potential. The relevance of the research program and the adequacy of skills in this program and in the environment in which the project will be conducted (team, laboratory, collaborations, etc.) are key criteria for the recruitment of researchers.

Specific criteria according to grade
It is not necessary to gather all these criteria, which remain indicative.
CRCN grade recruitment
A post-doctorate in an environment different from that of the PhD will be favorably considered. The section considers with high interest applications in a laboratory different from that in which the PhD was prepared.

The following criteria will be evaluated:

- Quality, feasibility and originality of the research project
- Research project in line with the key-words of the 28 section and the host laboratory
- Ability to present and explain a research project
- Quality of scientific production
- Publications as the first author

The following criteria will also be considered according to the research experience:

- Student supervision(s)
- Factors to appreciate autonomy (fundings, project management, etc.)
- Participation in collaborative networks
- Technological or socio-economic impact of projects

DR2 grade recruitment

- Originality and ambition of the research program
- Quality of scientific production
- Publications as leading author
- Scientific outreach and dissemination
- Ability to obtain fundings
- Valorization of research (patents, trade licences, consultancy)
- Responsibilities (research management, project responsibility, collective responsibilities)