



## Section 28

# Pharmacology, engineering and technologies for health and biomedical imaging

*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, technology transfer (patents) or knowledge transfer 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 the grade

#### CRCN researchers

- Quality, feasibility and originality of research projects
- Ability to define and clarify research projects
- Ability to work collectively and integration into a team and/or collaborative project

Depending on the years in research and career path:

- Contribution to the discipline
- Acquisition of new skills
- Responsibility of projects
- Student mentorship, PhD students, post-doctoral fellows
- Participation in scientific dissemination, collective tasks, teaching, technology transfer (patents) of research
- Insertion in research networks

#### DR2 researchers

- Ability to federate and quality of supervision
- Scientific programme responsibilities
- Publications of scientific relevant reviews as well as the level of usual publications
- International visibility
- Thematic and/or geographical mobility

#### DR1 /DRCE1 researchers

In addition to the previous criteria:

- International and/or transdisciplinary visibility
- Team, unit leadership experience
- Ability to program research
- Capacity to take thematic and/or technological risks

## Promotion of researchers

### Criteria common to all grades

- Scientific production and knowledge dissemination
- Training, supervision (PhD students, post-doctoral students)
- Thematic and/or geographical mobility
- Collective scientific and research management responsibilities (local, national)
- Technology transfer (patents), academic and/or industrial contracts

### Specific criteria according to the grade

#### Promotion to CRHC grade

- Scientific production
- Supervision of students, PhD students, post-doctoral fellows
- Ability to apply for calls for projects
- Project responsibilities

#### Promotion to DR1 grade

- Capacity to take thematic and/or technological risks
- International recognition
- Management of a team and/or group or unit
- Autonomy in program management
- Technology transfer
- Openness to other disciplines
- Strategic vision

#### Promotion to DRCE grade

- Recognition of exceptional scientific qualities
- Internationally recognized expertise
- International organization responsibilities
- Investment in research management
- Ability to create a school of thought

*Notes: The criteria are open, non-exclusive, non-weighted and cumulative from CR to DRCE grades. Not all criteria are necessary*

## Recruitment of researchers

**The various stages of the competitions are described in the CNRS website. These are the recruitment criteria**

### Criteria

#### CR recruitment

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

The section takes particular interest in applications from a laboratory other than the one where the thesis was prepared. A post-doctoral post in a different environment from that of the thesis is considered favourably.

The evaluation takes into account the number of publications, the quality of the journals and the quality of the research project. The actual contribution of the candidate to this research output is important for the assessment. The specific criteria for each grade are given below.

#### Specific criteria according to grade

It is not necessary to meet all these criteria and these are given on an indicative basis.

#### CRCN grade recruitment

- Research project in line with the themes of the section and the host laboratory the candidate wishes to join

- Quality of scientific production
- Publications as the first author
- Ability to present and explain a research project
- Quality, feasibility and originality of the research project

According to the research career path:

- Supervision of students
- Ability to apply for calls for projects
- Project responsibilities

### **DR2 grade recruitment**

- Quality of scientific production
- Publications as leading author
- Scientific outreach and previous research works
- Capacity for openness and thematic evolution, risk taking
- Technology transfer of research (contracts, patents, trade licences)
- Responsibilities (research management, project responsibility, collective responsibilities)
- Knowledge dissemination activities