Section 29

Whether for evaluations, promotions or recruitments, the section encourages you to submit a CV that makes it possible to quickly identify the main career milestones in terms of education and research experience. The section also encourages researchers to detail their role in the different scientific publications, projects and positions of responsibility, and to provide information enabling the bibliometric analysis of their production (e.g. Researcher ID, ORCID Number, etc.).

Periodic evaluation of researchers

The evaluation criteria for each of the grades are listed below by order of importance. The reasons behind eventual shortages in one or several of these criteria must be explained. The criteria listed below are those to be expected in the context of a balanced activity, but any early undertaking of scientific responsibilities will be noted with interest.

CRCN and CRHC researchers

- Quality, originality and regularity of the scientific production
- Originality and consistency of the scientific project, ability to implement it and develop it independently
- Integration into the local scientific landscape
- Impact and influence of research at the national and international levels
- Research management, editorial activity
- Student supervision, teaching, public outreach activities, other types of research valorization

DR2 researchers

- Quality, originality and regularity of the scientific production
- Originality, development and evolution of the research project
- Impact and influence of research at the national and international levels, scientific dynamics, scientific mobility
- Coordination of research: department, team or research program management,
- Participation in scientific committees or advisory bodies, other professional expertise activities
- Student supervision (PhD, Master), teaching
- Interaction with the private sector, dissemination, public outreach activities

DR1 and DRCE researchers

The scientific standing of the candidate is expected to be higher as compared to the previous grade, with an additional increase in visibility, influence and level of responsibility, especially for the DRCE grades.

- Quality, originality and regularity of the scientific production
- Originality, development and evolution of the research project
- Undeniable national and international impact and influence, scientific dynamics and scientific mobility
- Coordination of research: department, team or research program management
- Senior responsibilities in scientific committees or advisory bodies, other professional expertise activities
- Student supervision (PhD, Master), teaching
- Interaction with the private sector, dissemination, public outreach activities
**Grade promotion**  
*Specific criteria according to each grade*

**Promotion to the CRHC grade**
- Quality, originality and regularity of the scientific production
- Originality and consistency of the scientific project, ability to implement it and develop it independently
- Integration into the local scientific landscape
- Impact and influence of research at the national and international levels
- Research management, editorial activity
- Student supervision, teaching, public outreach activities, other types of research valorization

**Promotion to the DR1 grade**
A DR1 is an excellent DR2 with an undisputable impact and influence at the national and international levels. Has she/he instigated or developed a new research discipline? Are her/his students also promising researchers? Did he or she play a leading and/or unifying role by creating or leading a new scientific department, by developing a scientific area, by taking scientific risks or using inter-disciplinary approaches that have resulted in the development of new avenues for the study of living organisms, by managing large collective projects (regional, national, or international scientific programmes, scientific journals, student training, scientific expertise etc.), by developing strong public outreach programmes, or by investing heavily in the scientific landscape at the local, national and international levels?

**Promotion to the DRCE grade**
Same criteria as for DR1 but to a higher standard.

**Recruitment of researchers**
*Specific criteria according to grade*
*These criteria are open, non-exclusive and not strictly cumulative.*

**Access to the CRCN grade**
- Quality and quantity of the scientific production
The assessment takes into account the number and quality of scientific publications, but mainly aims to determine the scientific contribution and originality of the candidate’s work. The role played by the applicant in the different scientific outputs will be an important criterium of the evaluation procedure. Any ambiguities remaining will be addressed during the interview. The post-doctoral research experience is an important additional element; particular consideration will be given to the added value of the post-doc in terms of publication record, scientific training, autonomy, and the establishment of new collaborations.

- Independence
The research project must be the personal work of the candidate. It may rely on the skills acquired during the thesis and/or the post-doc(s). It must be consistent with, but provide added value to, the research framework of the host team. The applicant must propose her or his own partners and external collaborators, and mention the technical and financial feasibility of the project.

- Creativity
Innovation, ambition and realism are the qualities expected from the applicant and her/his project. What is the place of his/her research project within the national and international research landscape? Has the work of the candidate resulted in new outcomes or ideas, a new approach, or a new technology? Has he or she opened new avenues for research? Does she or he propose an innovative project? Does the project involve risk taking? Are there alternative research avenues offered? How did the post-doctoral experience help structure the project?

- Responsibilities
The assumption of responsibility in the laboratory(s) where the candidate has previously worked, her/his potential to contribute to the scientific activities of the host team, and finally his/her active participation in student training and/or public outreach activities will be assessed by weighing them by the scientific experience of the candidate.
**Access to the DR2 grade**

The role of a Research Director (DR) is distinct from the role of a Research Scientist (CR). In addition to the quality of the scientific production, the candidate must contribute to the structuring not only of his/her scientific field, but also of the scientific community around her/him. A DR is thus expected to be a scientific leader who, with the help of her/his research group, develops an original and coherent research programme within the department. The candidate must have a strong impact both within the department but also within her/his scientific field.

The criteria for scientific production, autonomy and creativity are taken into account, but also:

• The ability to run a research group and the quality of the supervision of doctoral students.
• Active participation in student training and public outreach activities.
• A leadership role at the local level, with a sizeable investment in collective or managerial tasks and in the search for resources.
• A recognized scientific status at the national and international levels, as evidenced by her/his scientific mobility, invitations to conferences and seminars, and participation in scientific panels, and editorial and advisory boards.