

Section 32

The criteria indicated are not a restrictive rubric; their presentation is not hierarchical; their list does not claim to be exhaustive; a certain flexibility is allowed in their application.

PERIODIC EVALUATION OF RESEARCHERS

Criteria common to all researchers

- Quality and innovative nature of the research project;
- Consistency and quality of scientific production;
- National and international influence;
- Research and promotion training activities;
- Supervision and coordination of research, integration into the unit, taking on responsibilities.

Specific criteria according to grade

CRHC Researchers

- Level of scientific expertise;
- Sustained involvement in the scientific life of the unit;
- Encouraging synergies; collective events.

DR2 researchers

- Research steering;
- Participation and/or direction of national and/or international scientific programme;
- Responsibilities and implications in coaching and research training;
- Scientific expertise.

DR1 researchers

- Same criteria as for DR2 researchers;
- Management of a scientific programme of national and international importance.

RESEARCHER GRADE PROMOTION

Criteria common to all researchers

Depending on progress in the career and the nature of the progress requested:

- Scientific production, originality, quality and influence;
- Integration into the research unit (participation in projects, general interest, responsibilities, links with national or international programmes);
- Teaching and training provided; dissemination and promotion of research.

Specific criteria according to grade

CRHC Grade Promotion

- Quality of scientific production of a confirmed researcher;
- Recognised expertise in one or more areas;
- Integration into the unit;
- Responsibility for conducting projects and coordinating research;
- National and international influence;
- Broadening of research themes over the career;

Promotion to grade DR1

- Publications of synthetic works and fundamental articles;
- International recognition;
- Driving role in running and/or administering research;
- Management of scientific programme(s) of national and international importance.

Promotion to the DRCE grade

- Same qualities as for DR1 with a reinforced level of demand.

RECRUITMENT OF RESEARCHERS

Criteria common to all researchers

- Originality and quality of scientific production;
- Quality of the previous career path (training, research and teaching experiences, international openness);
- Consistency, scientific relevance, innovative nature and clarity of the research project;
- Ability to integrate into a team.

Specific criteria according to grade

CRCN Grade Recruitment

See common criteria for all grades.

The focus will be on the scientific potential and quality of the project.

- Quality of oral presentation and discussion during the interview.
- Feasibility of the project, which must take place over a long-term timescale.

CRHC Grade Recruitment

- Quality and influence of the scientific production of an already confirmed researcher;
- Recognised expertise in one or more areas;
- Broadening of research themes over the career;
- Responsibilities in conducting projects and coordinating research.
- Quality of oral presentation and discussion during the interview.

Recruitment at DR2 grade

- Publications of synthesis works or fundamental articles and/or HDR;
- Involvement in the national or international scientific community;
- Widening of thematic research and/or thematic renewal;
- Recognised expertise in one or more domains at the national and/or international level;
- Responsibilities in coordinating research (organisation of schools, colloquia, programme management, direction of a collection writing committee, scientific journals, etc.);
- Participation in research training.

Recruitment at the DR1 grade

- Same qualities as for DR1 with a reinforced level of demand.
- Direction of research, taking responsibility in service of high-level scientific research.