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

**Research and Promotion of Researchers**

**Criteria for CR Grade Access**
- Academic quality, seriousness and mature of the project presented for the recruitment application
- Interest, originality, creativity and clarity of the work; innovation in the relevant academic area and in relation to earlier works (in particular the PhD)
- Clear definition of the stages and development of the research
- Quality, quantity and relevance of publications given the specificities of the domains
- International outreach (invitations, communications submitted to international conferences; articles or books in a non native language; international collaborations; possibly a post-doctoral experience)
- Ability to join a research team, added value to the team

**DR2 access and DR1, DRCE promotions**
To the preceding criteria the following criteria are added:
- Connection of the research program to the themes of research unit
- Supervision of collective, national and international activities
- National and international outreach: Invitations to conferences, symposia, residencies abroad, publications in foreign journals, translations and/or publications in foreign languages, etc.
- Thematic and/or geographical mobility, contribution of these mobilities to research
- Participation in teaching, in particular in doctoral training, supervision of PhD, chairing or directing of research teams and research units
- Responsibilities in the administration of the research unit and/or research
- Dissemination of scientific knowledge and in particular editorial responsibilities
- Dissemination of knowledge to the public

**Periodic Evaluation of Researchers**
- Clear presentation of the results (concerning the period evaluated) and of the prospects of the research
- Publications and communications
- Integration into the research unit (seminars, conferences, etc.)
- National and international influence
- Participation in collective projects (ANR, ERC, AHRC, DFG, etc.)
- Scientific evaluation
- Training in research, and when appropriate in teaching, supervision of young researchers (masters, doctorates, postdocs), tutoring
- Promotion and dissemination of research and knowledge
- Possibly research, grants and funding