

## Section 12

### Criteria

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

### Periodic evaluation of researchers

Criteria common to all researchers

- Scientific production: Publications in peer-reviewed journals, patents, books and book chapters
- Presentations at conferences, seminars, oral communications, posters
- Supervision of researchers and PhD students, scientific implication
- Teaching and dissemination of scientific culture
- Promotion of research
- Capacity to respond to calls for projects

Specific criteria according to grade

a) CR CN researchers

- Criteria common to all researchers
- Ability to develop a scientific project and to lead
- Scientific dynamism
- High-quality scientific production
- Visibility (seminars, conferences)
- Participation in the operation of the unit and/or local, national and international bodies

b) DR2 researchers

- CR CN criteria
- Interest of the results and methods developed
- High-quality scientific production
- Ability to lead a research project and manage a team
- Design and coordination of original and quality projects
- National and international visibility
- Promotion of research (patents, licences, etc.)
- Capacity to respond to calls for projects
- Supervision or co-supervision of theses
- Administrative responsibilities, research management

c) DR1 researchers

- DR2 criteria
- International influence (conference invitations, organisation of scientific events, residencies at laboratories abroad)
- Excellence in scientific production
- Team coordination
- National and international responsibilities
- Supervision of researchers and/or ITA staff

Comments: The above criteria must should it possible to assess the interest and originality of research projects and the creativity of researchers. The evaluation will also take into account all aspects of the

research career. The common criteria indicated above are not mentioned in order of importance. It is not a question of meeting all the criteria, but of assessing the whole application. A clear, precise and exhaustive presentation of the researcher's activity is therefore essential.

The section will be sensitive to the presentation of conferences and communications. It strongly recommends that they be numbered and differentiated according to the following order:

- Guest presentations at international conferences
- Guest presentations at national conferences
- Seminars in universities (in France and abroad)
- Seminars in private research centres (in France and abroad)
- Oral presentations at conferences (name of author emphasized)
- Poster presentations at conferences (name of author emphasized)

## Researcher grade promotion

Criteria common to all researchers

- Scientific production: Publications in peer-reviewed journals, patents, books and book chapters
- Presentations at conferences, seminars, oral communications, posters
- Supervision of researchers and PhD students, scientific engagement
- Teaching and dissemination of scientific culture
- Promotion of research
- Capacity to respond to calls for projects

Specific criteria according to grade

Progress to CR HC Grade

- Criteria common to all researchers
- Ability to develop a scientific project and to lead
- Scientific dynamism
- Quality scientific production
- Visibility (seminars, conferences)
- Participation in the operation of the unit and/or local, national and international bodies

Promotion to grade DR1

- Criteria common to all researchers
- Excellence in scientific production
- National and international visibility
- Promotion of research (patents, licences, etc.)
- Supervision or co-supervision of theses
- Ability to lead a research project and to manage a team
- Design and coordination of original and quality projects
- Administrative responsibilities, research management
- International influence (conference invitations, organisation of scientific events, residencies at laboratories abroad)
- Team coordination
- National and international responsibilities

Promotion to the DRCE grade

- Criteria common to all researchers
- Major and exceptionally important advances in a scientific field
- Assumption of responsibility at national and international level
- Leading role in structuring research (national and international bodies, laboratory, network management, GDR, etc.)
- Top-notch international recognition (prize, invitation to leading international conferences, residencies in foreign laboratories, organisation of major scientific events)

The above criteria should make it possible to assess the interest and originality of research projects and the creativity of researchers. The evaluation will also take into account all aspects of the researcher's profession. The common criteria indicated above are not mentioned in order of importance. It is not a question of meeting all the criteria, but of assessing the whole application. A clear, precise and exhaustive presentation of the researcher's activity is therefore essential.

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- Poster presentations at conferences (name of author emphasized)

## Recruitment of researchers

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Criteria common to all researchers

- Scientific production: Publications in peer-reviewed journals, patents, books and book chapters
- Presentations at conferences, oral communications, posters, seminars
- Teaching and dissemination of science
- Editorial clarity of documents
- Oral delivery: Quality of presentation and relevance of answers to questions
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Specific criteria according to grade

Access to the CR CN grade

- Criteria common to all researchers
- General scientific culture
- Quality of previous research work (thesis and post-doctoral experience)
- Thematic and geographical mobility
- Quality, understanding of the project and input from the candidate
- Ability to develop a scientific project and for supervision
- Research promotion

#### Access to the DR2 grade

- CR CN criteria
- Leader of an original scientific theme
- High-quality and constant scientific production
- National and international visibility
- Development and management of scientific projects, originality, risk taking
- Supervision of doctoral students and young researchers
- Promotion of research (patents, licences, etc.)
- Capacity to respond to calls for projects
- Team leadership
- Suitability of the applicant's profile and project with regard to a theme or assignment identified as a priority in the AOC
- Responsibilities and collective tasks, research management
- Teaching and/or dissemination of science
- Ability to supervise research, for example by obtaining the HDR authorisation to supervise research or equivalent experience

#### Access to the DR1 grade

- DR2 criteria
- Mobility and thematic diversity
- Scientific risk taking

*Comments:* The above criteria should make it possible to assess the interest and originality of research projects and the creativity of researchers. The evaluation will also take into account all aspects of the researcher's profession. The common and specific criteria indicated above are not mentioned in order of importance. It is not a question of meeting all the criteria, but of assessing the whole application. A clear, precise and exhaustive presentation of the researcher's activity is therefore essential.