
Section 3 recruitment criteria

The recruitment of researchers is mainly based on an analysis of the quality of the scientific contributions and the proposed research project. In particular, the section seeks to identify the personal contribution of candidates to the results obtained and the ability to integrate into a research team. Experience outside the thesis laboratory is an element in assessing this capacity.

The following criteria are not an exhaustive list and their order does not prejudge their relative weight.

- Scientific contributions: publications, software or hardware prototypes. These elements will be examined with regard to their quality, originality, interdisciplinarity and risk-taking.
- Technology transfer: dissemination of software, prototype of systems that gave rise to a transfer of technology, dissemination of software, patent filing, participation in business creation.
- Research program: consistency with past activities and positioning within the framework of national and international research.
- International experience: short or extended stays abroad, external collaborations.
- Mentorship, teaching, dissemination of scientific culture.

Recruitment of CR and DR grade researchers is therefore based on criteria similar to those of the evaluation. One difference, however, is the fact that it is a matter of highlighting the candidates who are able to conduct a research activity over time.

Criteria more specifically examined according to the rank

CRCN:

- Ability to build a research project in harmony with the research teams planned for integration. It is recommended, in particular, that the project be considered for two or three different laboratories;
- Collaborations : collaborative projects, funded or not, national or international;
- Coordination of research, taking on of collective responsibilities and supervision activities;
- Influence: invitations to make presentations, guest visits, participation in scientific committees (conference program committee, standardisation, etc.);
- Technology transfer: technological or socio-economic impact, industrial contracts.

The inclusion of these criteria will be modulated according to the candidate's research experience (whether it mainly corresponds to the thesis or primarily to the postdoctoral path).

DR:

- Idem CRCN;
- Ability to lead and supervise research programs. A HDR authorisation to supervise research or an equivalent qualification can testify to the capacity to direct research;
- Impact of the engagement and extent of responsibilities (bodies, team management, research management);
- Scientific risk taking;
- Wider influence: thesis and HDR panels, organization of international events, plenary conferences, editorial committees, etc.;
- Mobility and international relations: geographical mobility, international collaboration, thematic or functional mobility;
- Impact of research on the discipline(s) covered.