

Recruitments

The section forms the eligibility panel. For each competition, the members of the section whose grade is at least equal or equivalent to that of the applicants, can participate (e.g., the CRCN sit for DR2).

CRCN recruitments

Methodology

The examination by the panel is carried out in three stages:

- A pre-screening based on the application provided by the candidates (see the candidate's guide for the procedure for sending possible references from scientific figures);
- An interview of each shortlisted candidate, including a presentation of his or her work and projects, followed by a discussion;
- A meeting of the eligibility panel that assesses candidates' skills in order to establish a ranked list of eligible candidates.

Criteria

The first criterion for evaluating candidates is scientific excellence. The jury will assess it firstly on the basis of the research activity and scientific work carried out during the thesis and any post-doctoral stays, being careful to identify the personal contribution of the candidates to the results presented. The second element of evaluation of excellence will be the research project(s). In this respect, the section recalls that when the title of a post includes the word "priority", this is a nonexclusive indication. A personal research project, whether or not accompanied by one or more projects corresponding to the priority assignments of the posts, will be favorably considered by the jury.

In addition to the excellence of the scientific work and the research project, the following criteria are also considered:

- Contributions, achievements and knowledge, scientific or technical;
- Publications and presentations at conferences, seminars, etc;
- Ability to build a research project;
- Contributions to teaching, training and dissemination of scientific culture;
- Motivation, curiosity, enthusiasm, creativity, team spirit;
- Autonomy, rigour, tenacity, reliability, adaptability and working in collaboration;
- Collective activities;
- Activities of scientific valorization.

This list does not predetermine the weight of each criterion. The criteria are weighted according to the research experience (as PhD student or post-doctoral researcher).

Recruitment of DR2s and DR1s

Recruitment is based on candidate applications (see the candidate's guide), which include a bibliography of titles and works. The holding of discretionary interviews is decided year by year.

Methodology

A research director must have demonstrated his or her ability to carry out quality work and activities. This does not necessarily imply taking responsibility for scientific management.

Criteria

The criteria considered are as follows:

- Quality and originality of scientific production;
- Ability to conduct long-term research;
- Role in supervision of: trainees, theses, young researchers, technical staff, etc.;
- Scientific leadership role: organisation of conferences, networks, etc.;
- Role in project initiation and coordination;
- Role in disseminating knowledge: education, outreach, etc.;
- Role in multidisciplinary actions, technology transfer and promotion;
- Collective responsibilities and research management;
- Profit from past mobilities.

This list does not predetermine the weight of each criterion.

Assessments and Promotions

Regardless of their grade, researchers are evaluated and promoted using these same criteria:

- Quality and originality of scientific production;
- Ability to conduct long-term research;
- Role in supervision of: trainees, theses, young researchers, technical staff, etc.;;
- Scientific leadership role: organization of conferences, networks.;
- Role in project initiation and coordination;
- Role in disseminating knowledge: education, outreach, etc.;
- Role in multidisciplinary actions, technology transfer and upgrading;
- Collective responsibilities and research management;
- Profit from past mobilities.

This list does not predetermine the weight of each criterion. It covers both periodic activity evaluations and promotions (CRHC, DR1, DRCE1, DRCE2). As their career progresses, it is expected that researchers will cover more and more of these criteria and/or improve and deepen in particular areas. In the case of a promotion, particular attention will be paid to contributions made since the last promotion.