

Evaluation Criteria for Section 06

Preamble

All evaluations will be based on the definition of the expected missions, relying on the values and missions of the CNRS: <https://www.cnrs.fr/fr/le-cnrs>

The proposed criteria aim to enable a qualitative evaluation, attentive to the diversity of identities, scientific profiles, professional practices, contexts of activity and contributions to the collective, while avoiding an accounting or artificial approach to evaluation.

General Writing Guidelines

For the drafting of your documents, describe concisely the scope of your research field, its community, and its main challenges. Highlight the elements that allow an assessment of the quality and impact of your scientific activity, in particular, as indicative examples and without order of priority:

- The originality and distinctive nature of your research and its position with respect to the field's key challenges;
- The achievements and scientific productions of any kind, as well as your contribution to these achievements (e.g.: *articles, book chapters, software, datasets/corpora, instrumentation, platforms, patents*);
- Indicators of recognition and visibility (e.g.: awards, fundings, expert evaluations, invitations).

Beyond your research activity, you are invited to present, where applicable:

- Your other activities and achievements (e.g.: teaching, training, dissemination, valorisation and transfer);
- The collective dimension of all your activities (e.g.: tasks serving the collective, evaluation, coordination and administration).

Finally, if you wish, describe any element of personal or professional context and their impact on your activities.

Specific Criteria

Periodic Evaluation

The CV will cover the entire career, and the description of activities will cover the evaluated period (as an indication, 10 to 15 pages for the mid-term report and 15 to 20

pages for the full-term report). These general criteria are weighted according to the researcher's grade.

- **Quality and originality of the scientific work**, materialised by peer-reviewed publications, conference or seminar presentations, scientific productions, and recognition indicators of any kind;
- **Other activities**: teaching, doctoral training, dissemination and outreach, valorisation and technology transfer;
- **Collective dimension**: all tasks serving the collective such as evaluation, coordination, and research administration.

Promotion

The CV will cover the entire career, and the description of activities will cover the evaluated period. Particular attention will, however, be paid to the following points:

CRHC Criteria

- The evolution of activities since recruitment, within a limit of 10 years.

HEB Criteria

- The evolution of activities since the last promotion, within a limit of 10 years.

DR1 Criteria

- The evolution of activities since DR2 recruitment, within a limit of 10 years;
- High standards regarding scientific quality and national and international recognition;
- Development or thematic evolution of research programmes;
- Responsibilities in research coordination or administration.

DRCE Criteria

- The evolution of activities since the last promotion, within a limit of 10 years;
- Highest standards regarding scientific production, international recognition, and responsibilities;
- Scientific recognition beyond the specialised field.

Recruitment

Writing Guidelines

1. Summary Report on Past Work

This report must enable assessment of the quality of the research activity and the specificities of the profile.

It must highlight:

- The quality, diversity, and mastery of scientific contributions;
- Significant achievements, illustrated by the presentation of a few selected works (maximum 7);
- The originality and impact of the work in its context and with regard to the field's challenges;
- Geographical or thematic mobility;
- The candidate's scientific autonomy and creativity.

For *Chargé de Recherche* (CR) applications, a brief description (1–2 lines) of the candidate's personal contribution in the context of each piece of work (personal contribution, possible supervision, etc.) for each article listed in the publications list is appreciated.

For *Directeur de Recherche* (DR) applications, a brief description of both the candidate's personal contribution and that of supervised persons is appreciated.

No length restriction is imposed, but the section recommends limiting the report to 15 pages excluding CV and references (references must be complete: authors, title, reference, DOI).

2. Research Project

This document must enable assessment of the quality and feasibility of the scientific project, specifying its adequacy with one or more possible CNRS host institutes.

It must show:

- Positioning with respect to the state of the art and the field's key challenges;
- Ambition, originality, and feasibility of the project;
- Its integration at local, national, and international levels.

No length restriction is imposed, but the section recommends limiting this document to 15 pages excluding complete references.

The section will pay particular attention to the following points for the CR recruitment

- Thematic, scientific, or geographical mobility;
- Diversity of prior experience;
- Autonomy gained since the PhD;
- Feasibility and required resources for project completion;
- Quality and relevance of the scientific project;
- Justification of the desired assignment. In the case of a return to the PhD laboratory, special attention will be paid to scientific independence;
- Integration project within the host laboratory(ies) and team(s), which, if possible, may be supported by the host team;

- Quality of the interview (presentation and discussion with the jury);
- It is not necessary to include letters of recommendation from supervisors or experts.

Evaluation of research institutes

Criteria

- Quality of scientific production and national and international influence;
- Interest, originality, and scientific impact of the studied themes;
- Coherence and complementarity of scientific objectives;
- Participation in programmes, projects, or contracts;
- Scientific animation (seminars, working groups, etc.);
- Outreach and external collaborations;
- Involvement in training and doctoral supervision;
- Dynamism, synergies, and dissemination of scientific culture;
- Valorisation actions;
- Internal organisation and management;
- Scientific strategy and capacity to implement it;
- Management of scientific, technical, and administrative staff;
- Appropriate use of resources and equipment;
- Work environment quality;
- Operation of internal committees and governance;

Delegation

Criteria

- Quality of the research project and relevance of the scientific context;
- Taking on responsibilities in research supervision.

Emeritus Status

Criteria

- Quality of scientific activity;
- Project for the emeritus period;
- Continuity of the research programme within the host laboratory during and after the emeritus period;

- Means implemented for the transmission of expertise within and beyond the laboratory;
- For renewal: assessment of the previous period.