

## PERIODIC EVALUATION OF RESEARCHERS

### Common criteria to all researchers

In essence, the scientific work of researchers belonging to Section 18 are pluridisciplinary focused on chemistry. Consequently, we cannot expect a researcher to 'sign on his/her own' any publications, patents, contracts, etc. Due to this context, it is primarily the driving and federating role of a researcher within a research project that is examined, together with the quality and originality of his/her work.

### Specific criteria as a function of grades

#### Researcher CRCN

- Quality, relevance of the research work since recruitment
- Scientific production
- Integration into research axes of the lab/unit
- Ability to develop and guide a scientific project

#### Researcher CRHC

- Scientific production
- Outreach (seminars, conferences)
- Ability to develop and guide a scientific project
- Supervision of students and internships
- Teaching, promotion of scientific culture
- Collective responsibilities

#### Researcher DR2

- Scientific contributions (publications, seminars, conferences, contracts)
- National, European and International outreach
- Supervision of students and young researchers/post-docs
- Ability to federate an original scientific project and to take risks
- Teaching, diffusion of scientific culture
- Collective responsibilities
- Industrial relationships, valorization

#### Researcher DR1

- All of above criteria
- Coordination of a research group and/or project at the national and international level

## ADVANCEMENT OF GRADE OF RESEARCHERS

### Common criteria to all researchers

The above-mentioned comments and criteria are the basis of what is expected to be able to apply for a promotion, after integrating all of the candidates' production and qualities.

### Specific criteria as a function of grades:

#### Advancement to the grade CRHC

- see criteria for periodic evaluation

#### Advancement to the grade DR1

- see criteria for periodic evaluation

#### Advancement to the grade DRCE

- Significant and scoring contribution to a scientific field

- Position with responsibility at the national level
- Leading international recognition

## RECRUITMENT OF RESEARCHER

### Criteria for recruitment

These criteria are open, non-exclusive, non-hierarchized and strictly non-cumulative.

### Recruitment at grade CRCN

- Previous scientific contributions
- Mobility (geographic and/or thematic)
- Scientific culture, scientific project management and adequation with a thematic of section 18
- Quality of oral presentation/discussion
- Adequation of all previous criteria with the level of research path

### Recruitment at grade DR2

- Scientific contributions (publications, seminars, conferences, contracts)
- National, European and International outreach
- Supervision of students and young researchers/post-docs
- Ability to apply to local, national and international calls for proposals
- Teaching, diffusion of scientific culture
- Mobility (geographic and/or thematic)
- Collective responsibilities
- Industrial relationships, valorization
- Quality of oral presentation/discussion

### Recruitment at grade DR1

- All criteria above
- Team or project coordination at national or international level