

SECTION 19 : Astrophysique

Criteria for high-quality research

A high-quality research endeavor is assessed based on various criteria, including the originality of the work conducted, collaborations, and risk-taking.

Indicators of quality include:

- skills, scientific expertise, methodological expertise,
- creativity and impact of the research,
- potential for innovative research over time,
- originality and relevance of scientific directions,
- effectiveness in collaboration and mentoring early-career colleagues,
- ability to initiate projects and lead projects,
- leadership that benefits the broader community.

These criteria are neither exclusive nor discriminatory, as the diversity of individual profiles plays an important role in fostering collective, high-quality research. This diversity includes the ability to reflect on the environmental impact of the work. A career may be marked by varied phases of activities or, conversely, be consistent over time.

Recruitment criteria

Chargé / chargée de recherche de classe normale (CRCN)

A candidate for a CR position should be able to demonstrate:

- the quality of their scientific output and the impact of their results (publications, development and dissemination of tools, methodological or instrumental advancements), as well as their ability to pursue innovative, high-quality research;

- their independence, long-term vision, and perspective on their research field;
- the scientific relevance of their research project and how it fits within the French scientific landscape and the proposed host laboratory.

In addition to these three main criteria, applicants are encouraged to describe their activities in scientific outreach, dissemination and valorization, mentoring, teaching, or any other contributions benefiting the research community.

The assessment of these criteria is open, non-exclusive, non-hierarchical, and not strictly cumulative; the criteria are adjusted according to career stage.

Directeur / directrice de recherche de 2ème classe (DR2)

A candidate for a DR2 position must stand out through the impact of their work, their scientific stature, and their international recognition. They should have demonstrated creativity and relevance in their scientific directions and taken on responsibilities that benefit the community, playing a structuring role within it. Obtaining a Habilitation à Diriger des Recherches (HDR) is strongly recommended before applying.

Promotion criteria

Chargé/Chargée de recherche hors classe (CRHC)

Promotion to the CRHC level recognizes the quality of the candidate's work (refer to the "criteria for high-quality research") and its impact, as well as their scientific maturity. This maturity can be demonstrated in various ways, such as taking on responsibilities, contributing to the organization of the discipline, developing tools for the benefit of the community, engaging in valorization, teaching, and mentoring. Beyond scientific merit, individuals who have reached the highest levels of the CRCN grade are strongly encouraged to apply for promotion to CRHC. Furthermore, obtaining CRHC status in no way compromises future recruitment as a DR2.

Directeur/Directrice de recherche de première classe ou classe exceptionnelle (DR1/DRCE)

Candidates for such promotion must distinguish themselves through the exceptional quality of their work (refer to the "criteria for high-quality research") and its impact, as well as their scientific stature and involvement in the community. The Section will consider elements that measure the scope of a career, in addition to achievements since the previous promotion.

These include: scientific influence, teaching and mentoring of early-career colleagues, valorization of research, major contributions to the discipline, a structuring role within the field, coordination of projects, and significant collective responsibilities.

Unit review

The evaluation of research units (UMR) goes hand in hand with the evaluation of researchers: the Section does not assess a unit without considering its members, nor does it evaluate CNRS researchers without taking into account the working environment provided by the unit. The Section pays close attention to various elements, including:

- The unit's strategy and its ability to implement it,
- Synergies generated by the laboratory,
- Management of scientific, technical, and administrative staff,
- Quality of the work environment for all personnel,
- Use of the laboratory's resources and equipment,
- Functioning of internal governance bodies,
- Organization of the management,
- Quality of external collaborations and invitations,
- Dynamism of the laboratory,
- Involvement in training and support for early-career researchers,
- Engagement in teaching,
- Promotion of scientific culture,
- Valorization activities.