

SECTION 21

Earth system: outer envelopes

Recruitment and promotion of researchers :

The panel of Section 21 works on the basis of documents provided by the evaluated researchers or those applying for a promotion (CRCN to CRHC; DR2 to DR1; DR1 to DRCE1; DRCE1 to DRCE2) or for a competition (CRCN or DR2 recruitment).

Some recommendations to prepare these documents

These documents must be as informative as possible while remaining concise. The section panel recommends that the file (application, promotion, evaluation) be written in such a way that it may be read by scientists who are not specialists in the field, and that the first page contains a few keywords summarizing the scientific topics covered.

The file should allow for an assessment of the quality and originality of the work and an evaluation of national and international recognition. Any information deemed relevant, whether quantitative or qualitative, on the scope of the work or on the activities other than the strict research activity (for example, scientific management and valorization, teaching, training, technology transfer, awards...) must be provided in the file in a precise manner to the section panel.

The section panel recommends specifying the names of students (PhD, Master's) and postdocs supervised during the reference period (specifying the percentages of co-supervision). Publications produced in this context can be enhanced by highlighting, for example with a color code, the names of the people supervised in the list of authors.

The projects highlighted in the file may be detailed with the role assumed (PI, co-PI, participation), the amount and duration, and the partners involved. Similarly, for collective and community tasks, the roles assumed must be specified.

For applications for promotion, particular attention should be paid to compliance with the reference period: emphasis should be placed on progress made since the recruitment or the last promotion.

Concerning the length of the file, the section panel recommends typically to aim at:

- about twenty pages (30 max) for competitions (activity report + project)
- about a dozen pages (20 max) for mid-term evaluations (activity report only)
- about fifteen pages (25 max) for term evaluations (activity report + project) and promotions

Candidates may mention in their application, if they consider it necessary, any constraints that may have had an impact on their professional activity.

Competitions

The section makes its assessment on the basis of the following criteria which are not intended to be fully exhaustive, hierarchical and strictly cumulative:

Associate researcher (CRCN) competition

- Quality of scientific work
- Scientific stakes and originality of the proposed project
- Ability of the candidate to implement his/her project
- Capacity of autonomy and teamwork
- Ability to fit into the national and international landscape
- Scientific animation of research

May also be taken into account criteria such as: ability to develop new projects, training/supervision activities, geographical mobility, thematic mobility, participation in teaching, technological development (for instrumentation or numerical code), or activities related to societal valorization, knowledge dissemination, open science, or participative science.

The application of these criteria will be weighted according to the candidate's research activity (whether it corresponds mainly to thesis work or more extensive postdoctoral experience).

Senior researcher (DR) competition

In addition to the criteria for CRCN competitions, the section panel also examines the following criteria for DR competitions:

- Fundamental contributions to disciplines relevant to "Section 21"
- International influence
- Supervision of young researchers, supervision of theses as the main adviser (please indicate the effective % of supervision), teaching
- Ability to define and lead research orientations at the community level: emergence of new scientific questions, initiation of collaborative research and/or programs, strategy for developing tools (instruments, numerical codes, databases).
- Collective activities in the service of research: functional responsibilities (equipment, teams, laboratory, observatory, etc.), animation, evaluation
- Societal valorization, knowledge dissemination, open science, participative science
- Interaction with industry, patent filing

For competitions, recommendation letters will not be taken into account.

Periodic evaluation and grade promotion of researchers

The evaluation of researchers during their career and when they apply for promotion is done by measuring their activity according to the recruitment criteria detailed above. A new researcher will be expected to carry out activities consistent with the project submitted at the time of recruitment. A researcher should ensure that he/she begins to implement activities relevant to the higher level to facilitate his/her advancement.

For the evaluation of DR1s and DRCEs and for the examination of promotion files for DR2-DR1s, then DR1-DRCEs, in addition to scientific activity, increasing weight will be given to criteria concerning the assumption of functional responsibilities (management of a research unit, national or international structures).

For term and mid-term evaluations, the activity must correspond exclusively to the reference period. For promotion files, emphasis must be placed on progress since the recruitment or the last promotion.