

Section 22

Molecular and Structural Biology, Biochemistry

Preamble

There is a wide diversity of researcher profiles. It is therefore essential to take into account all aspects of this profession when applying evaluation criteria. A list of such criteria is proposed below. They are provided as guidance and should not be interpreted as a rigid assessment grid, but rather as a framework enabling the section to judge files as fairly as possible. These criteria are open, non-exclusive, non-hierarchical, and not strictly cumulative. There is no expectation that candidates meet all of them. The section emphasizes the importance that CNRS attaches to the environmental transition. In line with the CNRS low-carbon transition plan, actions aimed at reducing the environmental impact of research activities are encouraged. A high frequency of short stays abroad (e.g. conference attendance, participation in juries) is not considered decisive in the assessment. International visibility remains an essential aspect of evaluation, but is understood in a broad sense as the international impact of the research activities conducted.

In all cases, the section aims to deliver a qualitative evaluation. Candidates are therefore encouraged to highlight the strengths and key achievements of their professional activity, clearly detailing their personal role and involvement. The section further encourages researchers to provide relevant scientific, technical, and human context in order to inform the evaluation process. Candidates may, if they deem it necessary, mention specific constraints that may have impacted their professional activity.

Lastly, the section values clarity and readability of dossiers, including compliance with the formatting recommendations issued for each campaign (format, maximum length, accounting for the evaluation period). These elements enable a fair and consistent analysis of all applications.

Periodic evaluation of CNRS researchers

The section adopts an integrated view of the activity of CNRS research units and researchers. In its evaluation process, the section will pay attention to the following criteria:

- Quality and originality of scientific output and results,
- Visibility within the scientific field,
- Existence of a clearly defined research project,
- Interdisciplinary character of the project and activities,
- Integration of the research project within the team or unit,
- Knowledge dissemination and participation in teaching activities,
- Contribution to collective responsibilities.

These criteria are to be adjusted throughout the career.

Career advancement of researchers

In a qualitative approach, Section 22 takes into account the self-assessment provided by candidates concerning the five dimensions of the research profession. These dimensions provide a useful framework to reflect the diversity of missions:

- contributing to scientific progress
- training and dissemination
- innovation and valorization
- collective responsibilities
- mobility and career development

Contributing to scientific advances is naturally an essential component of the profession; however, it is assessed within a global vision that recognizes the diversity of activities contributing to the CNRS mission. It is therefore not considered predominant over the other dimensions, nor can it alone determine the evaluation of a dossier.

These dimensions do not constitute a scoring system or metric, but rather a complementary analytical tool, allowing the section to assess the coherence of the professional trajectory, the balance between activities, and the dynamics of career evolution.

Grade-specific criteria

Promotion to CRHC

- Scientific output since recruitment
- Development of the research project and ability to independently drive its evolution
- Integration within the team or laboratory project
- Knowledge dissemination and participation in teaching
- Supervision of students and/or postdocs

Promotion to DR1

- Scientific contributions: quality and impact of research output; reputation and significance of invited talks
- Coherence, originality, and ambition of the research project
- National and international visibility
- Training and supervision of researchers
- Team leadership, collective responsibilities and managerial experience; demonstrated leadership ability
- Valorization activities
- Securing national or international research funding
- Coordination of national or international research projects

Promotion to DRCE

The level of the criteria required for DR1 is amplified.

Recruitment of researchers

Competition-based criteria

These criteria are open and non-hierarchical, and there is no requirement to meet all of them. Contribution to scientific advances is an essential criterion, but is evaluated within a broad view that acknowledges the diversity of activities contributing to the CNRS mission.

Recruitment at the CRCN grade

- Overall quality of scientific output
- Publications as first or last author, or corresponding author
- Ability to design a research programme
- Thematic or geographic mobility
- Ability to develop an independent, feasible, and original research line
- Ability to secure funding (participation in / coordination of grants)
- Capacity to take on responsibilities (team leadership and/or collaborative programmes)

Contributions to scientific dissemination, collective duties, teaching, and economic/biotechnological/biomedical valorization of research will also be considered.

Access to the DR2 grade

- Overall quality of scientific output
- International visibility
- Ability to manage or initiate thematic or technological developments
- Thematic or geographic mobility
- Proven experience in supervision and/or scientific leadership, demonstrated through last-author or corresponding-author publications
- Participation in research administration