SECTION 24

Cell biology, developmental biology, evolutionary developmental biology

Criteria common to all grades

. Scientific contributions (peer-reviewed international journals, conference papers, original publications or pre-publications - outside journals – authored by the candidate).
. Training, education and dissemination of scientific culture
. Technology transfer, industrial relations and promotion
. Collective responsibilities and research management
. Thematic and/or geographical mobility

The qualities of a researcher are not limited to an average score across these criteria. The evaluation criteria must be modulated throughout the career of a researcher, ranging from mastering a research program to team/laboratory management and national and international influence (Director of Research). These criteria are non-exclusive and cumulative from CRCN to DRCE. It is not necessary to meet all the criteria to be favourably evaluated.

Periodic evaluation of researchers

CRCN researchers

. Progress of the researcher's work in the reference period
. Quality of scientific production
. Integration into the team and/or unit
. Mentorship activities

CRHC researchers

. Progress of the researcher's work since recruitment
. Implementation and development of the scientific project
. Quality of scientific production
. Scientific project management
. Involvement in local and/or national scientific life
. Mentorship, training, teaching or promotion activities
. Integration into the team and/or unit
DR2/DR1/DRCE researchers

The criteria governing the periodic evaluation of DR2/DR1/DRCE researchers are identical to those usedfor recruitment and promotion.

The section appreciates synthetic activity reports which are better suited to highlighting the scientific qualities of the evaluation file (5 pages at mid-term and 10 pages at full-term excluding CV).

Researcher grade promotion

Promotion to CRHC grade

. Quality of scientific production
. Developments and prospects for the scientific project
. Scientific project management
. Integration into the host structure
. Influence and involvement in local and/or national scientific life
. Mentorship, training, teaching or promotion activities

Promotion to DR1 grade

. Quality of scientific production
. Transdisciplinary and/or international influence
. Experience of management and collective responsibilities
. Ability to train young researchers and entrust them with scientific responsibilities
. Renewal and enhancement of research subjects
. Involvement in teaching, training and dissemination of research (organization/participation in workshops, thematic schools or international conferences, books, journals or chapters of works, scientific outreach actions)
. Ability to promote and transfer technology (obtaining research contracts - national, international- financed by industry, patent registrations).

Promotion to DRCE grade

In addition to the above criteria:
. Recognition of exceptional scientific qualities
. Organizational responsibilities at an international level.
. Ability to develop and spread results and become an example

Recruitment of researchers

Criteria common to all ranks and grades

The most important evaluation criterion is scientific quality. It is measured by the value of the published work and the originality and feasibility of research projects. It is modulated according to the number of years of experience and the grade to which the candidate applies.

Specific criteria according to grades

Recruitment at the CRCN grade

. Quality of scientific training and production (peer-reviewed international publications, communications at conferences, original publications or pre-publication signed by the candidate as first or co-first author,)
. Thematic and/or geographical mobility
. Quality of the research project (originality, innovation, international situation, feasibility and coherence in relation to the scientific context of the planned host structure)
. Ability to take responsibility (supervision of students, teaching experiences, collective tasks, collaborations)

Recruitment at the DR2 grade

The emphasis will be placed on the applicant's ability to lead an original, coherent and ambitious scientific project that he or she will have initiated.
. Quality and originality of scientific production
. Quality and originality of the research project
. Consolidation of independent project management by publishing original articles as last or corresponding author, contributing synthetic reviews
. Ability to lead and supervise research
. Ability to provoke, promote and manage thematic developments
. International influence
. Thematic and/or institutional mobility during his/her career
. Capacity to respond to local, national or international calls for projects
. Participation to teaching and to research administration
. Ability to promote and transfer technology (to be weighted according to the theme and the reporting structure)

Recommendations for the preparation of application files for CRCN and DR2 competitions

Work Report

The work report presents the candidate's journey, focusing on its past scientific activities. This is not an expanded CV, but a written text of a different nature, which should enable the jury to precisely assess the experience of candidates in the field of research. It must not repeat information available in other documents in the application but, specifically, provide additional insight into the contributions of the candidate that these other documents do not detail.

The text should not exceed 15,000 characters (including spaces, bibliography not included). The use of didactic diagrams and figures is recommended.

Research Program

The research program is an essential part of the application, to which the candidates are invited to pay utmost attention. It must enable the jury to clearly identify and assess the subject matter, issues at stake and the research approach that the applicant/candidate intends to implement if he/she were to be recruited to the CNRS. In particular, this report must describe the state of the art, clarify the methodological aspects, and highlight the impact of the proposed research.
The text should not exceed 25,000 characters (including spaces, bibliography not included). The use of didactic diagrams and figures is recommended.

It is recommended that the list of scientific productions separates research articles and journal articles, underlining the candidate's name and indicating if the candidate is a corresponding author. For CRCN candidates, the section appreciates scientific productions being listed according to career stages (thesis, postdoc).