SECTION 31

Biodiversity, evolution and biological adaptations: from macromolecules to communities

Whether for evaluations, promotions or recruitments, the section encourages you to submit a CV making it possible to quickly identify the main career milestones in terms of education and research experience.
The scientific part must highlight in a concise way the consistency and originality of past researches and of the considered research project. When it applies, the teaching, training, and scientific culture dissemination activities as well as the research contracts and interactions with the socio-economic sector, and the activities of research management, animation, and supervision, must be presented

The section also encourages you to explain your role in the different outputs, your role in projects and scientific responsibilities by explaining their importance, their originality and by providing information enabling the identification of all your contributions (e.g. Researcher ID, ORCID Number).

Recruitment of researchers

To present his or her candidacy, a candidate should present an application file with all previous work described in a summary of about 5-10 pages and a research project of about 10-15 pages. The research project must of course be in line with the section's scientific themes.

https://www.cnrs.fr/comitenational/english/section.php?sec=31

ISpecific criteria according to each grade

Access to the CRCN grade

The alignment of the project with the section's themes.

The section will only consider projects whose themes are in line with those of the section.

. Quality of the work carried out and produced

The evaluation aims above all to determine the contribution and originality of the work carried out, based in particular on the quality of the output (publications, software, books, patents, etc.). The role actually played by the applicant in this scientific output will be an important criterion in the evaluation procedure. Any ambiguities remaining will be addressed during the interview.

The post-doctoral research experience is an important additional element. Particular consideration will be given to the added value of the post-doc in terms of scientific training, autonomy, publication record and the establishment of new collaborations.

Independence

The research project must be the personal work of the candidate. It may rely on the skills acquired during the thesis and/or the post-doc(s. The applicant must propose her or his own partners and external collaborators, mention the technical and financial feasibility of the project and present his or her contribution to the project and the chosen host unit(s).

Creativity

Innovation, ambition and realism are the qualities expected from the applicant and her/his project. For example has the work of the candidate resulted in new results, a new approach, new ideas or a new technology in the national or international conxtext? Has he or she opened new avenues for research?
Does she or he propose an innovative project? Does the project involve risk taking? Are there alternative research avenues offered? How did the post-doctoral experience help structure the project?

Responsibilities

The assumption of responsibility in the laboratory(ies) where the candidate has previously worked, her/his potential to making the scientific activities of the host team evolve and finally his/her active participation in student training and/or public outreach activities will be assessed while also taking the professional career part of the candidate into account.

Access to the DR2 grade

The role of a Research Director (DR) is distinct from the role of a Research Scientist (CR). In addition to the quality of the scientific production, the candidate must contribute to the structuring not only of his/her scientific field, but also of the scientific community around her/him. A DR is thus expected to be a scientific leader who, with the help of her/his research group, develops an original and coherent research programme within the department. The candidate must have a strong impact both within the department but also within her/his scientific field.

The criteria for scientific production, autonomy and creativity are taken into account, but also:
• The alignment of the project with the section's themes.
• The ability to run a research group and the quality of the supervision of doctoral students.
• Active participation in student training and public outreach activities.
• A leadership role at the local level, with a sizeable investment in collective or managerial tasks and in the search for resources.
• A recognized scientific status at the national and international levels, as evidenced by her/his scientific mobility, invitations to conferences and seminars, and participation in scientific panels, and editorial and advisory boards.

Periodic evaluation of researchers

A possible lack of certain evaluation criteria should be explained. For each criterion, the expected level of achievement increases according to the grade and level in the context of a balanced working activity. Nevertheless, any planned responsibilities for the future are noted with interest.

CRCN and CRHC researchers

• Quality, originality and valorisation of the results of scientific production
• Originality and consistency of the scientific project, ability to implement it and develop it independently
• Supervision, training, teaching, dissemination, extension and valorisation of research.
• Integration in the unit and the community
• Research management and administration, editorial activity
• National and international impact and influence

DR2 researchers

• Quality, originality and valorisation of the scientific production
• Originality, development and evolution of the research project
• Student supervision (PhD, Master), teaching, dissemination and promotion of research
• Coordination of research: department, team or research program management,
• Dissemination, public outreach activities
• Participation in scientific committees or advisory bodies, other professional expertise activities
• National and international influence, scientific dynamism and mobilities

DR1 and DRCE researchers

The scientific standing of the candidate is expected to be higher as compared to the previous grade, with an additional increase in visibility, influence and level of responsibility, especially for the DRCE grades.
• Quality, originality and regularity of the scientific production
• Originality, development and evolution of the research project
• Student supervision and training (PhD, Master), the subsequent careers of students, teaching and dissemination and promotion of research
• Coordination of research: department, team or research program management
• Direction of a project or programme
• Dissemination, public outreach activities
• Senior responsibilities in scientific committees or advisory bodies, other professional expertise activities
• Recognised national and international impact and influence, scientific dynamic and mobility

Grade promotion

Specific criteria according to each grade

Promotion to the CRHC grade

• Quality, originality and valorisation of scientific output
• Originality and consistency of the scientific project, ability to implement it and develop it independently
• Student supervision, teaching, public outreach activities, other types of research valorization
• Integration into the unit and community, national and international impact and influence
• Research management and administration, editorial activity
• National and international influence, scientific dynamism and mobilities

Promotion to the DR1 grade

A DR1 is an excellent DR2 with an undisputable impact and influence at the national and international levels. Are her/his students also promising researchers? Did he or she play a leading and/or unifying role by creating or leading a new scientific department, by developing a scientific area, by taking scientific risks or using inter-disciplinary approaches that have resulted in the development of new avenues for the study of living organisms, by managing large collective projects (regional, national, or international scientific programmes, scientific journals, student training, scientific expertise etc.), by developing strong public outreach programmes, or by investing heavily in the scientific landscape at the local, national and international levels?

Promotion to the DRCE grade

The level of criteria required for DR1 is increased.