

## **Criteria for recruitment, periodic evaluation and promotion of researchers in Section 32**

### **General remarks on the profession of researcher and its evaluation**

In line with CNRS commitment, Section 32's evaluation criteria for the recruitment, periodic evaluation and promotion of researchers are based on the DORA charter (San Francisco Declaration on Research Assessment; <https://sfedora.org/>; charter signed by the CNRS in 2018). ¶

Applications will be assessed on the basis of the candidate's engagement and achievements in relation to the various tasks of the research profession, in particular those relating to:

- a) scientific output,
- b) training,
- c) scientific promotion and dissemination of knowledge,
- d) leadership and structuring of the scientific community
- e) collective responsibility.

The section places central importance on scientific contributions, but also values broader professional involvement. The assessment will particularly evaluate the nature and quality of investments, as well as the trajectory, impact and overall consistency of the activities carried out. It therefore goes beyond the mere examination of quantitative criteria.

When preparing an application, it is therefore recommended that candidates highlight the main themes of their career and key achievements, clearly contextualising their accomplishments. Candidates are not expected to meet all the criteria; it is their overall career and its dynamics that are assessed. The presentation should be concise, structured and based on factual elements, a reasoned self-assessment and a precise description of the context. The application should enable the assessment of the candidate's individual contribution to a selection of scientific outputs, as well as the originality and/or proven or expected impact of these outputs (e.g. in terms of knowledge, models, applications, etc.).

In particular, with regard to publications, Section 32 undertakes not to take into account the impact factor of the journals in which the research work is published. Section 32 reiterates that the CNRS encourages its researchers not to pay to publish<sup>1</sup>. Section 32 will therefore be vigilant with regard to the editorial practices of the journals in which the manuscripts are published<sup>2</sup>. Publications must have been peer-reviewed, be accessible in an open archive but not necessarily in open access from the publisher<sup>3</sup>, and comply with the rules of scientific integrity.

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<sup>1</sup><https://www.cnrs.fr/fr/actualite/le-cnrs-encourage-ses-scientifiques-ne-plus-payer-pour-etre-publies>

<sup>2</sup> <https://www.cnrs.fr/fr/actualite/frais-de-publication-nous-sommes-au-bord-du-gouffre>

<sup>3</sup><https://www.science-ouverte.cnrs.fr/fr/service/publier-en-acces-ouvert/>

## **Criteria for recruitment**

### **Chargé.e de recherche de classe normale (CRCN)**

Section 32 expects that candidates take care to highlight the following points in their application:

- Quality and diversity (thematic, geographical<sup>4</sup>) of their training and research experience, based on the work and results obtained during their PhD and post-doctoral studies, which are particularly original and/or have led to major scientific advances, demonstrating their ability to design and develop independent and original research autonomously,
- The selection of scientific outputs (publications, datasets, software or packages, instrumental developments) illustrating the value of their research experience and highlighting their contribution.
- Quality and originality of the short- and medium-term research project, the integration and feasibility of the project within the proposed host team, the consistency of the project with the candidate's training, and the suitability of the project with the themes of Section 32 and/or with a theme or assignment that would be listed as a priority in the decree opening the competition for Section 32.

Section 32 will also attach importance to the quality of the candidates' presentations and their responses to the jury's questions during the oral examination.

In practical terms, candidates are advised to describe their research activities (5 to 10 pages) and their research project (10 to 15 pages) in a narrative and educational manner.

### **Direct.eur.rice de recherche 2ème classe (DR2)**

Section 32 expects that candidates take care to highlight the following points in their application:

- Their thematic evolution, and/or technological development, and/or geographical mobility<sup>4</sup> throughout their career,
- The originality of their research project,
- The quality of their doctoral and/or postdoctoral scientific supervision, as evidenced by co-authored publications related to this supervision, explaining their role in these publications,
- Their engagement to leading and conducting research projects,
- Their national and international influence,
- Their engagement to leading a team or laboratory, or to activities or tasks related to research management
- Their commitment to and/or promotion of good research practices (e.g. commitment to qualitative research in accordance with the principles of scientific integrity and ethics, including fairness in collaborations)

Section 32 will also attach importance to the quality of the candidates' presentations and their responses to the jury's questions during the oral examination.

In practical terms, candidates are advised to describe their research activities (10 to 15 pages) and their research project (10 to 15 pages) in a narrative and educational manner, using a limited selection

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<sup>4</sup>Geographical mobility refers to a change of laboratory in France or abroad for a significant period of time; it does not cover fieldwork inherent to research activities.

of scientific outputs (publications, datasets, software or packages, instrumental developments) to illustrate the above points.

### **Criteria for periodic evaluation of researchers**

CNRS researchers are evaluated periodically at the end of a period (every 5 years) or mid-period (every 2.5 years). Section 32 states that only work carried out during the reference period (2.5 or 5 years) should be highlighted, not the entire career.

The Section 32 evaluation is based on criteria common to all researchers in relation to the various aspects of the profession:

- 1) The quality and originality of research activities, and their relevance to the section's themes,
- 2) A selection of scientific outputs (publications, datasets, software or packages, instrumental developments) illustrating the value of their research activity and highlighting their contribution,
- 3) Investment in the transmission of knowledge, whether through teaching, supervision (students, doctoral students, postdoctoral students, including ethical practices), training of socio-economic actors or promotion,
- 4) Investment in the dissemination of knowledge, such as popularisation, scientific mediation and publishing, data dissemination (open science, data sharing, computer codes, etc.) and the dissemination of scientific culture.
- 5) Investment in collective activities or tasks that contribute to animating, structuring or uniting a group of researchers at national or international level around a specific theme.
- 6) Investment in collective activities or tasks that contribute to the functioning of their research unit or the structuring of research at regional or national level  
taking into account their commitment to and/or promotion of good research practices (e.g. commitment to qualitative research in accordance with the principles of scientific integrity and ethics, including fairness in collaborations).

In practical terms, researchers are advised to describe their research activities and perspectives in a narrative and educational manner, using a limited selection of scientific publications to illustrate the above points.

### **Additional specific criteria according to grade:**

#### Specific criteria for CRCNs:

- Project progress (particularly since recruitment, for new recruits),
- Their integration into the laboratory,
- The expansion of their local, national and/or international collaboration network.

#### Additional points on which DR2s will be assessed

- Scientific dynamics and mobility (geographical<sup>5</sup>/thematic),
- Team leadership, large-scale technical platforms, unit management
- Project management/coordination,
- Participation in collective bodies,
- Organisation of conferences/workshops/seminars.

#### Additional points on which DR1 and DRCE candidates will be assessed

- Taking on functional responsibilities such as unit management, national or international collective bodies

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<sup>5</sup>Une mobilité géographique est un changement de laboratoire en France ou à l'étranger pour une durée significative, cela ne recouvre pas les missions de terrain inhérentes à l'activité de recherche.

- Leading national or international programmes,
- Investing in local, national or international scientific life.

### **Criteria for promotions**

#### CRCNs applying for CRHC promotion shall demonstrate the following:

- High-quality, consistent scientific output throughout their career,
- Ability to carry out projects independently,
- Consistency in medium- and long-term projects,
- The ability to apply for local, national or international calls for projects,
- Regular involvement and integration in research projects,
- Knowledge transfer through teaching, training, and supervision of doctoral and/or postdoctoral students,
- Knowledge dissemination through communication with non-specialist audiences and scientific mediation.

#### DR2s applying for promotion to DR1 shall demonstrate the following:

- Managerial responsibilities (management or creation of a unit, team, theme, department, etc.) or scientific responsibilities (structuring of a scientific sector, etc.),
- National and international recognition of research work (influence),
- Scientific risk-taking (new approaches, collaboration with other disciplines, etc.),
- A leadership and/or unifying role within their discipline,
- Responsibility in collective bodies (scientific committees, editorial committees, national/international networks, doctoral schools, etc.),
- Active participation in major operations of collective interest (regional, national and international scientific programmes, development of major instruments, journals, training, etc.),
- Outreach, mediation and/or promotion activities, significant involvement in regional, national or international scientific life, etc.

Particular attention should be paid to highlighting the progress and changes that have taken place since start of DR2 position. In particular, it is necessary to provide details that enable an assessment of your quantitative and qualitative level of involvement in managerial and collective responsibilities. The choice of the 10 scientific publications listed must be explained. How do these scientific publications best reflect your scientific career?

#### DR1s applying for promotion to the rank of DRCE shall demonstrate:

- Exceptional activity according to DR1 criteria in the Section's thematic areas.
- They must show how their scientific, supervisory, managerial and functional activities in France or internationally have helped to perpetuate a thematic area, school of thought, etc.

Particular attention should be paid to highlighting the structuring role you have played in your discipline.