Criteria and recommendations for the evaluation, recruitment, and promotion of researchers

SECTION 37
Philosophy, Epistemology, History of Science

I/ EVALUATION CRITERIA

Note – These criteria are neither mutually exclusive nor strictly cumulative.

1/ RECRUITMENT

As Research Fellow (CRCN):
- Scientific quality and maturity of the project submitted with the recruitment application.
- Clear definition of the stages and development of a long-term research.
- Interest, originality, scope, and precision of publications and works, given the specificities of the field; innovation within the disciplinary field and in relation to previous works (particularly the doctoral thesis).
- Invitations and presentations at national and international conferences.
- Ability to take part in a research team, contributions to that team.
- Where applicable: postdoctoral contracts or scientific collaborations with various research institutions, particularly international ones.

As a Research Director (DR):
In addition to the above criteria, the following are considered:
- Supervision of collaborative research activities, participation in research networks at the national and international levels.
- National and international visibility and recognition: invitations to conferences and symposia, research stays abroad, publications in foreign journals, translations, publications in foreign languages, etc.
- Thematic or geographical mobility, and the academic input of this mobility.
- Participation in teaching, research supervision, and involvement in research training at the Master's and Doctoral levels.
- Responsibilities in unit or research administration, team leadership.
- Diffusion of scientific knowledge: editorial responsibilities and outreach to the public.

2/ PROMOTION

Promotion to Senior Researcher (CR "Hors-Classe")
The criteria are the same as for the CRCN recruitment, with a stronger emphasis on the impact of research, its scientific maturity, the responsibilities and involvement in collaborative structures or research networks, and commitment to supervision or teaching.

Note – The « Habilitation à Diriger des Recherches » (HDR) is not a prerequisite.

<u>Promotion to Senior Research Director 1 (DR1) and Senior Research Director "Classe Exceptionnelle" (DRCE)</u>
The criteria are the same as for the DR2 recruitment, with a stronger emphasis on the exceptional quality and scope of research, the scientific scope and involvement in the research community: major contributions to the discipline, significant collective responsibilities, project coordination, and long-term mentoring of junior colleagues.

3/ PERIODIC EVALUATION

- Clear presentation of the results obtained and of the research expectations over the evaluated period.
- Publications and presentations.
- Integration within the unit (seminars, conferences, etc.).
- National and international visibility.
- Participation in collaborative projects (ANR, ERC, etc.).
- Ability to apply for local, national, and international projects.
- Scientific expertise.
- Research training, including (where applicable) teaching, supervision of junior researchers (Master, PhD, postdoctoral contracts), and tutoring.
- Diffusion or promotion of research and academic knowledge.

II/ RECOMMENDATIONS

1/ APPLICATION FILES FOR THE RECRUITMENT

<u>CRCN recruitment</u>
- Ensure the overall clarity and coherence of the application file
- The research project must clearly present the research hypotheses and objectives, their originality in relation to the state of the art, the methodology used, and some of the expected results.
- The research project should be between 60,000 and 100,000 characters in length (including spaces, excluding the bibliography). The report on the conducted research works should not exceed 40,000 characters (including spaces).
- Letters of recommendation are not considered; however, a short, formal letter attesting to the candidate's potential acceptance in a unit may be included in the application file.

<u>DR2 recruitment</u>
The research project should be between 60,000 and 100,000 characters in length (including spaces but excluding the bibliography). The report on the conducted research works may be of a similar length.

2/ APPLICATION FILES FOR PROMOTION

Please ensure that you comply with the limitations (number of characters, of pages, of publications) indicated at each stage of the application process. The reference period for the activity report does not extend beyond the ten years preceding the application.

Note – The publications highlighted in the application should, as far as possible, be accessible on HAL or in a secure shared storage space (e.g., S-Drive, SharePoint, Nextcloud, etc.). It is the applicant's responsibility to ensure that the links are active and that the documents are accessible.

3/ PERIODIC EVALUATION FILES

- Activity reports must comply with the CNRS official recommendations while remaining legible: a maximum of 15 pages for a 5-semester report ("évaluation à mi-vague »), and a maximum of 30 pages for a 10-semester report ("évaluation à vague »).
- When selecting the scientific works highlighted for the reference period, ensure that they cover the different types of academic outputs (publications, seminars, conferences, collaborations, etc.).

Note – The publications highlighted in the report should, as far as possible, be accessible on HAL or in a secure shared storage space (e.g., S-Drive, SharePoint, Nextcloud, etc.). It is the applicant's responsibility to ensure that the links are active and that the documents are accessible.