

<b>APPENDIX 2</b>		<b>CRITERIA USED FOR THE EVALUATION OF APPLICATIONS FOR THE DIFFERENT GRADES OF THE RESEARCHER TRACK</b> <i>(the examples and quantitative criteria are given for information only and are not exhaustive)</i>			
		<p><b>The criteria ("compulsory" or "essential") make it possible to check the admissibility of applications and the set of criteria allows to compare the application in each grade (competitive exam)</b></p> <p><i>Not relevant: potentially very rare and/or not required for this grade</i></p> <p><i>Appreciated : the absence of this criterion cannot lead to a negative judgment</i></p> <p><i>Essential: at least one of the "items" must be present to fulfill the functions of the grade</i></p> <p><i>Note that it is recommended, for promotions, to have a seniority in the previous grade of at least 4 years</i></p>			
<i>For each activity, the examples and quantitative criteria are given as an indication and are not exhaustive</i>		<b>Chargé(e) de Recherche</b> <i>(recruitment)</i>	<b>Chargé(e) de Recherche Expert</b> <i>(recruitment or promotion CR → CRE)</i>	<b>Directeur de Recherche</b> <i>(promotion CRE → DR)</i>	<b>Professeur</b> <i>(promotion DR → PR)</i>
<b>CAREER PATH</b>					
Degrees and career path	PhD, MD, VetD, PharmD <b>&lt; 7 years</b> after PhD defense Quality and diversity (thematic, geographical) of training and research experience Mobility in at least 1 laboratory different from the PhD laboratory for a postdoctoral training of at least 3 years	PhD, MD, VetD, PharmD <b>≥ 7 years</b> after PhD defense Quality and diversity (thematic, geographical) of training and research experience Mobility in at least 1 laboratory different from the PhD laboratory for a postdoctoral training of at least 3 years	PhD, MD, VetD, PharmD <b>HDR defense mandatory</b> when application is filed with evidence of effective supervision of a PhD student	PhD, MD, VetD, PharmD HDR	
<b>Responsibility of a group or "structure" within Institut Pasteur</b>	<b>Not relevant</b>	<b>Not relevant</b>	<b>At least one group of 2 people (in addition to the candidate)</b>	<b>Essential to be responsible for a structure or a group within a structure</b> Demonstrate your ability to allow collaborators to become independant Encourage/enable career development for employees (technicians, engineers, researchers and postdocs)	
<b>RESEARCH ACTIVITY</b>					
Research activity	Project integrated within the framework of the future laboratory Ability to develop and carry out research projects independently Scientific/technological survey of the field Technological expertise in the field	Project integrated within the framework of the future laboratory Ability to develop and carry out research projects independently Scientific/technological survey of the field Technological expertise in the field	Ability to define the research axes and priorities of his/her lab/group with innovative ideas Ability to integrate different experimental approaches	<ul style="list-style-type: none"> <li>- Ability to develop a creative and innovative and transdisciplinary project</li> <li>- Strategic vision and originality in the national and international context</li> <li>- Ability to explain the interest of the chosen challenges (scientific, societal) and how they match with the project</li> <li>- Ability to foster the development of collaborators (autonomy, promotions).</li> <li>- Leadership in a field</li> </ul>	

Appendix 2 : Criteria used for the evaluation of applications for the different grades of the researcher track

For each activity, the examples and quantitative criteria are given as an indication and are not exhaustive	<b>Chargé(e) de Recherche</b> (recruitment)	<b>Chargé(e) de Recherche Expert</b> (recruitment or promotion CR → CRE)	<b>Directeur de Recherche</b> (promotion CRE → DR)	<b>Professeur</b> (promotion DR → PR)
Autonomy	<b>Essential</b> Definition of experimental strategies Analysis and exploitation of results Design and writing of projects, publications and patents.	<b>Essential</b> Definition of experimental strategies Analysis and exploitation of results Design and writing of projects, publications and patents.	<b>Essential</b> Promoter of his/her own work Ability to conceive and carry out projects Quality and originality of the scientific project Autonomous setting up of collaborations	<b>Essential</b>
Funding	<b>Appreciated</b> Participation to grant application	<b>Appreciated</b> Participation to grant application	<b>Essential as coordinator</b> of grant applications approved by national agencies within the last 5 years Role in partnerships	<b>Essential as coordinator</b> Fundings by national and international (ANR, ANRS, ERC, Wellcome Trust, NIH...) agencies Role in partnerships
Collaborations	<b>Appreciated</b> (within the lab, on campus or nationwide)	Appreciated (within the lab, on campus or nationwide)	<b>Essential</b> (at the local, national and international level) Establishment of collaborative networks (durability, impact of results, relevance of collaborations for the project, management of the collaboration over time (formalization, co-supervision, cross visits, quality of results from the collaborations) Contracts with the private sector	<b>Essential</b> (at the local, national and international level) Establishment of collaborative networks (durability, impact of results, relevance of collaborations for the project, management of the collaboration over time (formalization, co-supervision, cross visits, quality of results from the collaborations) Contracts with the private sector
National and international recognition	<b>Appreciated</b>	<b>Appreciated</b>	<b>Essential at least at the national level</b> Invitation to conferences (chairing sessions, keynote lectures, ...), seminars, Participation in expert groups Awards or invitations obtained or honored on a personal basis or by collaborators or supervised persons (conferences, articles, book chapters, seminars.) <b>Recognition attested</b> by letters of evaluation from national and international experts in the field Bibliometric analysis	<b>Essential</b> Network animation (national, European, ...) Group of national or international experts Organization of well-established/notorious scientific events Outstanding recognition, on a personal or collective basis: Prestigious prizes, long-term invitations or plenary conferences in the major conferences of the discipline, obtained or honored on a personal basis, by collaborators or supervised persons. Member of Academy, societies <b>Recognition attested</b> by letters of evaluation from national and international experts in the field Bibliometric analysis
<b>PUBLICATIONS / PATENTS / VALORISATION</b>				
Diffusion and valorisation	<b>Essential</b> Publications and/or patents, Communications at national or international conferences (posters or oral communications)	<b>Essential</b> Publications and/or patents, Communications at national or international conferences (posters or oral communications)	<b>Essential</b> Publications and/or patents, Communications at conferences/colloquium <b>Appreciated</b> as invited speaker	<b>Essential</b> Publications and/or patents, Communications at conferences/colloquium as invited speaker/keynote lecturer

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For each activity, the examples and quantitative criteria are given as an indication and are not exhaustive	<b>Chargé(e) de Recherche</b> (recruitment)	<b>Chargé(e) de Recherche Expert</b> (recruitment or promotion CR → CRE)	<b>Directeur de Recherche</b> (promotion CRE → DR)	<b>Professeur</b> (promotion DR → PR)
Publications Institut Pasteur signed DORA ( <a href="https://sfdora.org">https://sfdora.org</a> )	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>- At least 1 original publication/patent/software at different stages of the career (PhD, and postdoctoral fellowships that lasted more than 2 years)</li> <li>- Must have 1 original publication or patent or software or demonstrated ability to lead an autonomous project within the lab the candidate plans to join</li> </ul>	<p><b>Essential</b></p> <p><b>* Recruitment :</b></p> <ul style="list-style-type: none"> <li>- At least 1 original publication/patent/software at different stages of the career (PhD, and postdoctoral fellowships that lasted more than 2 years)</li> <li>- Must have 1 original publication or patent or software or demonstrated ability to lead an autonomous project within the lab the candidate plans to join</li> </ul> <p><b>* promotion CR → CRE :</b> At least 1 original publication/patent/software since the recruitment as permanent staff scientist</p>	<p><b>Required as last author and/or corresponding author for at least 3 research articles/patents in the last 5 years</b></p> <p>Efficient mentoring/highlight supervised students/postdocs</p> <p>(provide explanations in articles signed as corresponding where co- authors are not in alphabetical order)</p> <p>Impact of the most significant publications in relation to the state of the art</p>	<p><b>Essential as last author/corresponding author</b></p> <p>Efficient mentoring/ highlight collaborators (as evidenced by their publications, their ability to apply for independent grants, their invitation to meetings ...)</p> <p>(provide explanations in articles signed as corresponding where co-authors are not in alphabetical order)</p> <p>Impact of the most significant publications in relation to the state of the art</p>
<b>EVALUATION OF RESEARCH / TEACHING</b>				
Activity of reviewer	<b>Not relevant</b>	<p><b>Appreciated</b></p> <p>Reviewer (articles/grants)</p> <p>PhD thesis committee</p>	<p><b>Essential</b></p> <p>Reviewer (articles/grants)</p> <p>PhD / HDR thesis committee</p> <p><b>Appreciated</b></p> <p>Editorial boards (books, recognized journals in the field)</p> <p>Member of evaluation committees (HCERES, COMESP, commission INSERM ou CNRS, ...)</p>	<p><b>Essential</b></p> <p>Reviewer (articles/grants)</p> <p>PhD / HDR thesis committee</p> <p>Appreciated</p> <p>Editorial boards (books, recognized journals in the field)</p> <p>Member of evaluation committees (HCERES, COMESP, commission INSERM ou CNRS, ...)</p> <p>Invitation to review applications for promotion (tenure, full professorship) by foreign universities/institutions</p> <p>Member of the scientific council of Institut Pasteur or other institutions</p>
Supervision / management	<p><b>Appreciated</b></p> <p>Contribution to the supervision of interns, M2 or PhD</p>	<p><b>Appreciated</b></p> <p>Contribution to the supervision of interns, M2 or PhD</p>	<p><b>Essential</b></p> <p>Interns, technicians, M2, PhD, postdoctoral fellows</p> <p>Description of the way supervision is carried out</p> <p>Efforts made to promote the development of supervised persons and to guarantee scientific integrity and respect of the individuals</p> <p>Fate of non-permanent and permanent staff.</p>	<p><b>Essential</b></p> <p>M2, PhD, postdoctoral fellows taking into account the number of individuals mentored and their fate</p> <p>Capacity to promote the permanent staff of the structure (researchers, engineers and technicians)</p> <p>Ability to allow collaborators to have national or international visibility through grant applications (as PI or partner) and/or publications ("stand-alone" or as last author / corresponding author)</p> <p>Efforts made to guarantee scientific integrity and respect of the individuals</p>

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	For each activity, the examples and quantitative criteria are given as an indication and are not exhaustive				
	Teaching / transfer of knowledge	<b>Not relevant</b>	<b>Appreciated</b>	<b>Appreciated</b> Teaching in the field of scientific expertise	<b>Essential</b> courses within the framework of an Institut Pasteur/ university official diploma - national or international level
<b>OTHERS</b>					
	Service activity / Participation to the internal bodies of Institut Pasteur	<b>Not relevant</b>	<b>Not relevant</b> during the recruitment process <b>Appreciated</b> for the promotion CR → CRE	<b>Appreciated</b> Participation to internal committees (COMESP, CETEA, A100, ...) Involvement in the department's life (annual retreat, seminars, journal club) Work within a core facility, National Reference Center, collection	<b>Indispensable</b> Participation to internal committees (COMESP, COMPRO, CETEA, A100, ...) Head of core facility, National Reference Center Department chair Description of the role (participation, expertise, animation, direction) and the way these activities are performed (volume and complexity of the most important ones)
<b>HEARING</b>					
		Quality of the oral presentation and discussion with the COMESP	Quality of the oral presentation and discussion with the COMESP <i>(not relevant for promotion CR → CRE)</i>	Quality of the oral presentation and discussion with the COMESP	No hearing