

		CRITERIA USED FOR THE EVALUATION OF APPLICATIONS FOR THE DIFFERENT GRADES OF THE RESEARCHER TRACK <i>(Examples and quantitative criteria are given for information only and are not exhaustive)</i>			
		Quality, creativity, diversity, autonomy, and individual contribution to science and/or society, compliance with scientific integrity rules, as well as supervision and interactions with collaborators and colleagues are major aspects to be taken into account in the evaluation with regard to the field in which the scientist is involved. In each “section,” the criteria classified as “Not relevant,” “Appreciated,” and “Expected” correspond to the definitions below. All of the criteria allow for the comparison of applications within each grade (competition). <i>For application to promotion, it is recommended to have at least four years of seniority in the previous grade and to demonstrate the skills, responsibilities, or activities required for the requested grade for more than three years.</i> <i>Not relevant</i> : not required for recruitment to this grade or promotion <i>Appreciated</i> : the absence of this criterion cannot lead to a negative assessment <i>Expected</i> : at least one of the situations described for each “section” must be clearly presented in order to verify the admissibility of the application for the specified grade. <b>Management will not grant any promotions in the event of proven breaches of scientific integrity rules and code of ethics.</b>			
	For each “section” below, the examples marked with * are provided for illustrative purposes only and are not exhaustive.	Chargé(e) de Recherche <i>(recruitment)</i>	Chargé(e) de Recherche Expert <i>(recruitment or promotion CR → CRE)</i>	Directeur de Recherche <i>(promotion CRE → DR)</i>	Professeur <i>(promotion DR → PR)</i>
APPLICATION					
	Application	Quality of the written report and documents provided			
	Oral presentation	Quality of presentation and responses to COMESP questions	Quality of the presentation and responses to COMESP questions <i>(not relevant for CR → CRE)</i>	Quality of the presentation and responses to COMESP questions	
	CISC / HR department	No proven issues regarding scientific integrity (CISC) or interactions with collaborators/colleagues (HR)			
CAREER PATH					
	Diploma	* PhD or equivalent diploma < 7 yr after defense * Quality and diversity (thematic, geographical) of the training and research experience <i>Mobility in at least one laboratory different from that of the PhD for a postdoctoral internship of at least three years.</i>	* PhD or equivalent diploma > 7 yrs after defense * Quality and diversity (thematic, geographical) of the training and research experience <i>Mobility in at least one laboratory different from that of the PhD for a postdoctoral internship of at least three years.</i>	* PhD or equivalent * Must have defended the "HDR" (mandatory) when sending the application for promotion, with effective supervision of at least one PhD student	* PhD or equivalent * HDR
	Responsibility of a group or structure	Not relevant		Expected * Responsibility for an research entity or group within an entity (≥ 2 people in addition to the candidate) * <i>Demonstrate the ability to promote/facilitate the career development of collaborators (technicians, engineers, researchers, PhD students, and postdocs)</i>	Expected * Responsibility for a research entity * Ability to allow collaborators to become independent * <i>Ability to promote/facilitate the career development of collaborators (technicians, engineers, researchers, PhD students, and postdocs)</i> * <i>Ability to highlight the activity of the team collaborators (publications, meeting, funding applications, ....)</i>
	Personal training	Appreciated Training in experimentation or analysis techniques		Appreciated Management training	
RESEARCH ACTIVITY					

Criteria for the evaluation of applications in the “researcher” track

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	Research activity	Expected <ul style="list-style-type: none"><li>* Research topic in line with that of an Institut Pasteur research entity</li><li>* Independent design and implementation of research projects<ul style="list-style-type: none"><li>* Scientific/technological monitoring of the field</li><li>* Technological competence in the field</li></ul></li></ul>		Expected <ul style="list-style-type: none"><li>* Ability to define the research areas and priorities of their entity or research group in an innovation spirit</li><li>* Ability to integrate different experimental approaches</li><li>* Contribution to the gain of knowledge in the field<ul style="list-style-type: none"><li>* Ability to integrate new societal issues</li></ul></li></ul>	Expected <ul style="list-style-type: none"><li>* Leader in the field</li><li>* Ability to develop a forward-looking, creative, and innovative, transdisciplinary vision of the field / an original scientific path with strategic vision in the national and international context</li><li>* Contribution to the advancement of knowledge in the field</li><li>* Ability to explain the relevance of the chosen challenges (scientific, societal) and how they relate to the project</li><li>* Ability to set an example (becoming of the collaborators, spin-offs, etc.)<ul style="list-style-type: none"><li>* Ability to integrate new societal issues</li></ul></li></ul>
	Independence	Expected <ul style="list-style-type: none"><li>* Definition of experimental strategies</li><li>* Analysis and use of results</li><li>* Conception and writing of projects, publications, patents</li></ul>		Expected <ul style="list-style-type: none"><li>* Promotion of his/her own work</li><li>* Capacity to design and carry out projects</li><li>* Quality and originality of the scientific project</li><li>* Independent establishment of collaborations</li></ul>	Expected
	Funding applications	Not relevant	Appreciated Participation to funding application at least in-house calls	Expected <ul style="list-style-type: none"><li>* Coordination of funding applications accepted in the last 5 years by national agencies<ul style="list-style-type: none"><li>* Role and rank in partnerships</li></ul></li></ul>	Expected as coordinator <ul style="list-style-type: none"><li>* Securing of competitive funding from national and international agencies (ANR, ANRS, ERC, Wellcome Trust, NIH, etc.)</li><li>* Role and rank in partnerships</li><li>* Taking into account the role of the collaborators in these funding applications and the ability to give them real autonomy (including by not being listed in the funding applications by collaborators from his/her entity)</li></ul>
	Collaborations	Not relevant	Appreciated Development or participation to in-house or external collaborations	Expected (at the national and international level) <ul style="list-style-type: none"><li>* Establishment of collaborative networks (sustainability, impact of results, relevance of collaborations for the project, management of collaboration over time (formalization, co-supervision, cross-visits, quality of results from collaborations)</li><li>* Highlighting contributors in reports and publications</li></ul>	Expected (at the national and international level) <ul style="list-style-type: none"><li>* Establishment of collaborative networks (sustainability, impact of results, relevance of collaborations for the project, management of collaboration over time (formalization, co-supervision, cross-visits, quality of results from collaborations)</li><li>* Highlighting contributors in reports and publications</li></ul>
	National and international recognition excluding predatory conferences (see <a href="https://pasteurfr.sharepoint.com/sites/VieScientifique/CeRIS/SitePages/en/revues-predatrices.aspx">https://pasteurfr.sharepoint.com/sites/VieScientifique/CeRIS/SitePages/en/revues-predatrices.aspx</a> )	Appreciated		Expected at least at the national level <ul style="list-style-type: none"><li>* Invitation to conferences (session chair, member of the organizing committee, presentation) or seminars,<ul style="list-style-type: none"><li>* Participation in expert groups</li></ul></li><li>* Consulting activities for government or professional agencies</li><li>* Distinctions or invitations obtained or honored on a personal basis or by collaborators or supervisees (conferences, articles, book chapters, seminars, etc.)</li><li>* Impact of work at the national and international level (networks, societal and regulatory impact, emergence of new disciplines, etc.)</li></ul> <p>Recognition attested by evaluation letters from national and international experts in the field (opinions solicited by the DCES) Bibliometric analysis carried out by CeRIS</p>	Expected <ul style="list-style-type: none"><li>* Organization of scientific events well-recognized in the field<ul style="list-style-type: none"><li>* Coordination of networks (national, European, etc.)<ul style="list-style-type: none"><li>* National or international expert groups</li></ul></li></ul></li><li>* Advisory activities for government or professional agencies</li><li>* Exceptional recognition, either individually or collectively: prestigious awards, long-term invitations, or plenary lectures at major conferences in the field, obtained or honored individually, by colleagues, or by supervisees.<ul style="list-style-type: none"><li>* Member of an academy</li></ul></li><li>* Impact of work at the national and international level (networks, societal and regulatory impact, emergence of new disciplines, etc.)</li></ul> <p>Recognition attested by evaluation letters from national and international experts in the field (opinions solicited by the DCES) Bibliometric analysis carried out by CeRIS</p>
PUBLICATIONS / PATENTS / VALORISATION					

Criteria for the evaluation of applications in the “researcher” track

	For each “section” below, the examples marked with * are provided for illustrative purposes only and are not exhaustive.	Chargé(e) de Recherche (recruitment)	Chargé(e) de Recherche Expert (recruitment or promotion CR → CRE)	Directeur de Recherche (promotion CRE → DR)	Professeur (promotion DR → PR)
	<b>Contribution to valorisation</b>	<b>Appreciated</b> * Innovation claim, patents, licence, softwares, tools ... * Contribution to the development of industrial partnership and technological transfer activity * Connection with human health issues		<b>Expected</b> * Innovation claim, patents, licence, softwares, tools ... * Contribution to the development of industrial partnership and technological transfer activity * Connection with human health issues	<b>Expected</b> * Innovation claim, patents, licence, softwares, tools ... * Contribution to the development of industrial partnership and technological transfer activity * Connection with human health issues
	<b>Publications</b> excluding predatory journals (see <a href="https://pasteurfr.sharepoint.com/sites/VieScientifique/CeRIS/SitePages/en/revues-predatrices.aspx">https://pasteurfr.sharepoint.com/sites/VieScientifique/CeRIS/SitePages/en/revues-predatrices.aspx</a> ) <a href="https://sfedora.org">Institut Pasteur signed DORA (https://sfedora.org)</a>  Only the publications with an Institut Pasteur affiliation previously uploaded in the open access repository (portal HAL-pasteur) will be considered	<b>Expected</b> * Significant, if not major, contribution to an original publication, patent (or even software) at various stages of the career (thesis and postdoctoral internships lasting more than two years). * Significant contribution to an original publication, or to an open archive less than 18 months old, a patent/software program, or a funding application, or demonstrated the ability to lead an independent project <b>within the structure they wish to join</b>	<b>Attendu</b> * Significant, if not major, contribution to an original publication, patent (or even software) at various stages of the career (thesis and postdoctoral internships lasting more than two years). * Significant contribution to an original publication, or to an open archive less than 18 months old, a patent/software program, or a funding application, or demonstrated the ability to lead an independent project <b>within the structure they wish to join</b>  * <b>promotion CR → CRE</b> : contribution to a publication (original or open archive), patent, software, or funding application, and demonstration of the ability to lead an independent project since recruitment	<b>Expected as last and/or corresponding author</b> / major contributor to innovations * Highlighting students/postdocs or other supervised collaborators <i>For articles signed as corresponding author, provide explanations if co-first authors are not in alphabetical order.</i> * Impact of the most significant publications in relation to the state of the art rather than their number * Impact of the 5 main publications signed as CRE * Promotion of open science (HAL, open data, etc.)	<b>Expected as last and/or corresponding author</b> Ability to provide autonomy given to collaborators (no systematic co-authorship or last authorship as PI, etc.) <i>For articles signed as corresponding author, provide explanations if co-first authors are not in alphabetical order.</i> * Impact of the most significant publications in relation to the state of the art rather than their number * Impact of the 5 main publications signed as DR * Promotion of open science (HAL, open data, etc.)
	<b>Dissemination of knowledge and promotion of research excluding predatory conferences</b>	<b>Appreciated</b> * Presentations at national and international conferences/symposiums (oral presentations or posters) * Contribution to the dissemination of knowledge (general public, or other)		<b>Expected</b> Presentations at international conferences/symposiums <b>Appreciated</b> * as invited speaker at international conferences/symposiums * Contribution to the dissemination of knowledge (general public, or other)	<b>Expected</b> * Presentations at international conferences/symposiums as invited speaker / keynote lecturer * Contribution to the dissemination of knowledge (general public or other)
EVALUATION OF RESEARCH / TEACHING					
	<b>Evaluation of research outside predatory journals</b>	<b>Not relevant</b>	<b>Appreciated</b> * Reviewer (articles/grants) * PhD defense committee	<b>Expected</b> * Reviewer (articles/grants) * PhD or HDR efense committee  <b>Appreciated</b> * Editorial activity for books, well recognized journals in the field (excluding those known as predatory) * Member of evaluation committee (HCERES, INSERM or CNRS committees, ...)	<b>Expected</b> * Reviewer (articles/grants) * PhD or HDR defense committee * Editorial activity for books, well recognized journals in the field (excluding those known as predatory) * Member of evaluation committee (HCERES, INSERM or CNRS committees, ...) * Assessment of promotion application for foreign institutions * Member of the Scientific Council of Institut Pasteur or other research institutions

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	Mentoring / management	Appreciated experience in supervising interns, M2, PhD		<p><b>Expected</b></p> <ul style="list-style-type: none"> <li>* Supervision of interns, technicians, M2, PhD, postdoctoral fellows with a description of the supervision and how it is carried out</li> <li>* Efforts to promote the career of those under supervision and ensure the respect of individuals and of scientific integrity</li> <li>* Future of non-permanent and permanent staff under supervision <ul style="list-style-type: none"> <li>* Commitment to gender equality</li> </ul> </li> </ul>	<p><b>Attendu</b></p> <ul style="list-style-type: none"> <li>* Supervision of M2, PhD, postdoctoral fellows with attention to the number of PhD/postdoc supervised and their future</li> <li>* Efforts to ensure the respect of individuals and of scientific integrity</li> <li>* Ability to promote the permanent staff members (researchers, engineers and technicians)</li> <li>* Ability to enable collaborators (from the structure or outside, particularly within the Pasteur network) to gain national or international visibility through grant applications (as PI or partner) and/or publications (“independent” or as last author/corresponding author).</li> <li>* Commitment to gender equality</li> </ul>
	Teaching / knowledge transfer	Not relevant	Appreciated	<p><b>Appreciated</b></p> <p>Teaching and training activities in its areas of scientific, technical, and methodological expertise</p>	<p><b>Expected</b></p> <p>as part of degree program from Institut Pasteur or university / at the national ou international level</p>
ACTIVITY IN THE SERVICE OF THE INSTITUT PASTEUR OR COMMITMENT TO THE PUBLIC					
	<p><b>Institut Pasteur community/ service</b></p> <p>Description of activities (simple participation, expertise, facilitation, management, leadership) and how they are carried out, as well as the volume, time spent, and level of complexity of the most important activities.</p>	Not relevant	<p><b>Not relevant for recruitment</b>  <b>Appreciated for the promotion CR → CRE</b>  <b>Expected for transition from research engineering track → CRE</b></p> <ul style="list-style-type: none"> <li>* Active participation, currently or during the past 10 years, in internal bodies with or without an elected mandate (COMESP, CETEA, A100, DARRI committee, etc.)</li> <li>* Involvement in departmental activities (organization of JDDs, seminars, journal club)</li> </ul>	<p><b>Expected</b></p> <ul style="list-style-type: none"> <li>* Active participation, currently or during the past 10 years, in internal bodies with or without an elected mandate (COMESP, CETEA, A100, DARRI committee, etc.)</li> <li>* Involvement in departmental activities (organization of JDDs, seminars, journal club)</li> <li>* Service activity for a CNR, collection, facility (opinion of user committee for collection, facilities)</li> <li>* Active participation to a working group (strategy, project assessment, transversality ...)</li> </ul>	<p><b>Expected</b></p> <ul style="list-style-type: none"> <li>* Active participation, currently or during the past 10 years, in internal bodies with or without an elected mandate (COMESP, CETEA, A100, DARRI committee, etc.) (COMESP, COMPRO, CETEA, A100, comité PPU, comité DARRI, ...)</li> <li>* PI of CNR or facility (opinion of user committee for facility, collection; of Santé publique France for CNR) <ul style="list-style-type: none"> <li>* Head of department</li> </ul> </li> <li>* Active participation to a working group (strategy, project assessment, transversality ...)</li> </ul>
	Public service activity	Not relevant	<p><b>Not relevant for recruitment</b>  <b>Appreciated for promotion CR → CRE</b>  <b>and transition from research engineering track → CRE</b></p> <ul style="list-style-type: none"> <li>* Contribution to public communication initiatives (schools, media, etc.)</li> <li>* Commitment to patients</li> </ul>	<p><b>Appreciated</b></p> <ul style="list-style-type: none"> <li>* Contribution to public communication initiatives (schools, media, etc.)</li> <li>* Commitment to patients</li> </ul>	<p><b>Appreciated</b></p> <ul style="list-style-type: none"> <li>* Contribution to public communication initiatives (schools, media, etc.)</li> <li>* Commitment to patients</li> </ul>