

**Report on the applications reviewed by the eligibility panel for the DR competition  
N°2018-02**

In 2018, Ined advertised two permanent research posts at Research Director level. In order to select the eligible candidates, the Evaluation Committee (appointed according to the current legislation) examined 44 applications (from 1 man and 5 women). Only the members of the Evaluation Committee who were at Research Director level themselves could participate to this panel. The selection of the eligible candidates was carried out in two stages.

First, each application was made available to every member of the Committee so that they could declare whether they had any conflict of interest with one or more candidates. At this stage, the following relationships had to be declared:

- Any family relationship or shared residence (current or past);
- Close friends;
- Thesis director (or HDR guarantor);
- One or more significant publication in common within the last 5 years;
- Joint research project, started less than 5 years ago, in the position of project leader or co-leader;
- Conflict of public notoriety;
- Any economic links.

Each application was evaluated by two rapporteurs drawn at random, one from the elected internal members of the Committee and one from the appointed external members, after excluding any members of the Committee who reported any of the above links with the candidate. Each rapporteur carried out an independent review of the application (they were only able to see the other rapporteur's report after having submitted their own report), based on the following criteria:

- The candidate's contribution to literature and to the advancement of their field of research;
- The number of proven publications, in particular articles in referenced journals, and the national/international character of their publications and scientific presentations;
- The development of surveys or database or analytical methods;
- The supervision of early career researchers and students (especially their participation to PhD viva panels);
- The quality and coherence of their professional and scientific trajectory;
- National and international outreach;
- Their collaborations and participation to national and international networks;
- Their responsibilities and participation to tasks of collective interest (participation to scientific bodies, national and international networks, editorial boards, national or international scientific events);
- The originality or the innovative dimension of the proposed project, and the place of the project within the wider literature;
- The feasibility of the project, the ability to assess and take into account risks;
- The quality and scientific fit of the project within Ined's scientific strategy;
- The overall presentation of the dossier.



Second, the reports of the two rapporteurs were sent to the rest of the Committee, which met on 28<sup>th</sup> March 2018 to decide on the shortlist. The jury examined each application in alphabetical order, after randomly choosing the first application to examine. After the two rapporteurs presented each application, each member of the panel was able to express their opinion, with the exception of those members who had declared one or more potential conflicts of interest. However, they were able to attend all the meetings as long as no "family relationship or shared residence (current or past)" was declared. After discussing all applications on the basis of the criteria listed above, the Committee shortlisted 3 candidates (1 man and 2 women).

Written in Los Angeles for the Selection Committee of the N°2018-02 competition, on 17<sup>th</sup> April 2018.

A handwritten signature in black ink, appearing to be 'PH', enclosed within a large, horizontal oval scribble.

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