

Report on the applications reviewed by the eligibility panel for the CRCN competition

N°2018-01

In 2018, Ined advertised two permanent research posts, with a priority for a « Population and Societies in Africa » profile for one of these two posts. In order to select the eligible candidates, the Evaluation Committee (appointed according to the current legislation) examined 44 applications (from 15 men and 29 women), including 9 candidates who defended their thesis abroad and 15 candidates corresponding to the Population and Societies in Africa profile. The selection of the eligible candidates was carried out in three stages.

First, each application was made available to each 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 common significant publication in 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 each other'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 quality of their doctoral thesis and other scientific productions;
- The number of proven publications, in particular articles in referenced journals, and the national/international character of their publications and scientific presentations;
- Their research experience in fields linked to population studies;
- Their technical skills in quantitative analysis;
- 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 fit of the project within Ined's scientific strategy;
- The participation of the candidate to research contracts;
- The candidate's international experience (participation to international projects, scientific visits abroad, etc.);
- Their teaching experience and supervision of students (PhD, Masters, others);
- Their responsibilities and tasks of collective interest (organization of conferences, workshops, seminars, etc.);
- Dissemination activities to a wider public (articles for non-scientific audiences, reports to public policy organizations or others);
- The presentation of the application dossier;
- The fit with Ined's scientific objectives and, if applying for this position, the fit with the priority profile.



Second, the reports of the two rapporteurs were sent to the rest of the Committee, which met 19th and 20th February 2018 to decide on the shortlist for interviews. During these two days, 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 12 candidates (2 men and 10 women) for interviews, 2 of whom had defended their thesis abroad and 4 corresponding to the "Population and Societies in Africa" profile.

Third, the Selection Committee interviewed each shortlisted candidate. The order of interviews was again alphabetical after randomly choosing the first candidate. Interviews were 45 minutes long per candidate, including a maximum of 20 minutes presentation by the candidate and 25 minutes for questions by the members of the Committee. At the end of the Committee's deliberations, on the basis of the evaluation criteria mentioned above, 6 candidates (1 male and 5 female) were shortlisted, including one candidate who defended her thesis abroad and 3 corresponding to the "Population and Societies in Africa" profile; candidates were ranked from 1 to 6.

Written in Los Angeles for the Selection Committee of the CRCN N°2018-01 competition, on 17/04/2018

A handwritten signature in black ink, consisting of a large, stylized 'P' followed by a series of loops and a final horizontal stroke.

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