Appendix 1

Researcher’s Professional Standards

R1: Construction of a research project

R11: Definition, positioning, termination of a research project/topic and/or a field of investigation

R111. Scientific monitoring (bibliography, documentation, patents, conference etc.)

R112. Analysis, conceptualization, anticipation

R113. Research hypotheses formulation

R114. Scientific feasibility examination

R11X. Other, specify:

R12: Development of methods of approaches, processes, protocols

R121. Consultation of competent people or specialists, search for partnerships

R122. Planning and negotiation of the conditions of the implementation of the project (platforms, technologies, devices, data acquisition, etc.)

R123. Experience plan development

R124. Preparation of platforms, products, techniques, etc.

R125. Preparation of the collection of data/samples, surveys etc.

R12X. Other(s), specify:

**R2: Carrying out a research project**

R21: Theoretical studies realization
   R211. Theoretical model development
   R212. Comparison of the theoretical model with the latest developments
   R213. Development of modeling and/or experimentation concept
   R214. Comparison of the model with the results of the experimentation or the results of the digital simulations
   R21X. Other, specify:

R22: Experimentations
   R221. Acquisition, preparation of data/samples
   R222. Implementation, optimization of techniques, means of testing and measurement, etc.
   R223. Carrying out, guiding of experiments, protocols, approaches, tests, trials, prototypes, etc.
   R224. Follow-up of results, adaptation of protocols, approaches, tests, trials, prototypes, etc.
   R22X. Other, specify:

R23: Digital simulations
   R231. Translation of the theoretical model into algorithm
   R232. Writing, implementation, follow-up of computer codes
   R233. Digital simulations realization
   R234. Storing, post-processing and transferring of data
   R23X. Other, specify:

R24: Activities in support of the management of experiments
R241. Carrying out, development and maintenance of the experimental apparatus

R242. Maintenance, retention, monitoring of living organisms, materials and areas of research

R243. Creation, development, maintenance of a computer program, a database

R244. Research, study, adaptation, invention of new methods or techniques

R245. Technological monitoring

R24X. Other, specify:

R3: Exploitation and dissemination of results

R31: Exploitation, interpretation of results

R311. Results analysis

R312. Discussion/comment on the intermediate and final results

R313. Summary and formatting of results

R314. Ensuring of the traceability of results (laboratory notebook, etc.)

R315. Validation of results

R31X. Other, specify:

R32: Writing and dissemination of scientific knowledge produced

R321. Writing publications/articles

R322. Writing scientific reports

R323. Development of scientific communications (poster, oral presentation, etc.)

R324. Speaking at symposia, seminars, thematic days etc.

R32X. Other, specify:

R4: Coordination and scientific evaluation

R41: Scientific organization
R411. Organization of a project
R412. Collaboration with other teams
R413. Development, organization, coordination of a network of collaborations, expertise, association, in France or abroad, etc.
R414. Organization from a scientific point of view of symposia, congresses, conferences, seminars, etc.
R415. Organization from a scientific point of view of training activities: scientific workshops, thematic courses, etc.
R416. Organization of symposia, congresses, conferences, seminars, scientific workshops, thematic courses etc.
R41X. Other(s), specify:

R42: Academic expertise
R421. Membership in an evaluation body (scientific council, national committee etc.) in France or abroad
R422. Participation in the definition of the scientific orientations of establishments (advice etc.)
R423. Membership in a writing and/or reading committee of a scientific journal
R424. Evaluation of articles (reference)
R425. Membership in a selection committee for competitive exams, dissertations, rapporteur for a section
R426. Realization of an expert assessment and contribution in this capacity, within scientific bodies
R427. Translation of scientific work
R42X. Other(s), specify:

R5: Training through research and teaching

R51: Training for research

R511. Delegation, guidance, monitoring, counseling etc. of doctoral students, interns, young researchers
R512. Assistance for the construction of the professional project and professional integration

R513. Reading and/or correction of reports or master’s theses

R514. Training of researchers, engineers, technicians (for equipment, instruments, laboratory analysis techniques, etc.)

R515. Implementation of personalized follow-up, tutoring, live or remotely

R51X. Other(s), specify:

R52: Teaching

R521. Course preparation

R522. Course teaching

R523. Organization of doctoral school seminars

R524. Correction of copies, exams, participation in committees

R525. Course evaluation and definition

R526. Organization of teaching programs, curriculum and/or courses

R52X. Other(s), specify:

R53: Self-education

R54: Training system management

R6: Scientific, economic and cultural development

R61: Partnership/development

R611. Promotion of the results, skills, etc. of the unit (with supervisory bodies, partners, socio-economic world, etc.)

R612. Promotion of the results, skills, etc. of CNRS internationally

R613. Research placement within industrial, health and service applications, in relation to the regional government

R614. Development of processes and methodologies in preparation for transfer
R615. Engagement of processes for filing patents, licenses and transfer programs

R616. Occupation of an external consultancy activity

R617. Realization of an expert assessment and contribution in this capacity, with professional bodies

R618. Realization of an expert assessment and contribution in this capacity, for civil society

R61X. Other, specify:

R62: Dissemination of information in society

R621. Organization of exhibitions, forums, science cafés, etc.

R622. External presentation (scientific popularization to the general public: colleges, high schools, clubs)

R623. Speaking on radio/television programs

R624. Writing of articles for newspapers, consumer magazines

R625. Proofreading and correction of scientific popularization articles

R62X. Other, specify:

R7: Operation of the research system

R71: Activities related to the collective life of the unit

R711. Ensuring of a temporary function (ACMO, corresponding training, etc.)

R712. Assistance to users of IT stock

R713. Assistance to visitors on laboratory equipment

R714. Management of information systems

R715. Management of the use of the premises

R716. Management of the library and documentation

R717. Membership in a laboratory department

R71X. Other(s), specify:

R72: Budget/finance
R721. Negotiations with the supervisory agencies, partners, etc.
R722. Response to requests for proposals
R723. Research for other funding
R724. Evaluation and supervision of budgets for research projects/programs

R72X. Other(s), specify:

R73: Management

R731. Development of a recruitment and equipment policy
R732. Preparation and negotiation for the quadrennial contract
R733. Supervision of one (or more) team(s)
R734. Organization, coordination of team progress meetings
R735. Evaluation of personnel
R736. Carrying out of individual interviews

R73X. Other, specify:

R74: Organization/administration

R741. Management of personnel
R742. Assembly, writing, management of contracts (industrial, European, etc.)
R743. Development of administrative records
R744. Organization of logistics: thematic courses, seminars, conferences, etc.
R745. Organization and ensuring of visitors’ reception
R746. Management of projects
R747. Management of orders, stocks, purchases

R74X. Other(s), specify: