

**NATIONAL RESEARCH AND DEVELOPMENT INSTITUTE
FOR INDUSTRIAL ECOLOGY - ECOIND**

ENDORSED,
in the meeting of the Advisory Board for
Research - Development and Innovation
dated 19.09.2025

APPROVED,
in the meeting of the Board of Directors
of INCD ECOIND dated 29.08.2025

Chair,
Dr. Chem. Luoana Florentina PASCU

**REGULATION ON THE EVALUATION
OF THE SCIENTIFIC PERFORMANCE
OF RESEARCHERS**

INCD ECOIND
Bucharest, September 2025

Chapter I. GENERAL PROVISIONS

Art. 1 Objective of the Regulation

This Regulation on the evaluation of the scientific performance of researchers, hereinafter referred to as the Regulation, aims to establish the procedural framework and the criteria for evaluating the scientific performance of research personnel within the National Research and Development Institute for Industrial Ecology - ECOIND, in accordance with the provisions of Law no. 183/2024 on the status of research, development and innovation personnel, and adapted to the specific nature of the institute's research activity.

Art. 2 Scope of application

The Regulation applies to scientific researchers employed within INCD-ECOIND, regardless of their professional, contractual or scientific grade level.

Art. 3 (1) Scientific researchers: professionals involved in designing or creating new scientific knowledge based on original concepts or hypotheses, who carry out research activities and improve or develop concepts, theories, models, techniques, tools, software or operational methods. Scientific researchers identify options for new research and development activities, which they plan and manage using high-level skills and knowledge acquired through education and professional training or through practical experience accumulated as a result of carrying out research activities.

(2) Within INCD ECOIND, research personnel are differentiated by research-development positions and professional grades, maintaining equivalence with the professional grades provided in the European Charter for Researchers, as follows:

- a) principal researcher (R4): scientific researcher grade I - CS I;
- b) established researcher (R3): scientific researcher grade II - CS II;
- c) technological development engineer grade II - IDT II (R3);
- d) recognized researcher (R2): scientific researcher grade III - CS III;
- e) early-stage researcher (R1): scientific researcher - CS;
- f) scientific research assistant - ACS.

Art. 4 Personnel providing support for research activities within INCD ECOIND include:

- a) specialized personnel with higher education, according to the institute's needs.
- b) personnel with secondary education.

Art. 5 The periodic evaluation of the scientific performance of INCD ECOIND researchers is carried out at an interval of 4 years, based on the INCD-ECOIND Methodology for the Evaluation of Scientific Performance described in Chapter 2 of this Regulation. The periodic evaluation of researchers' scientific performance is carried out in accordance with the provisions of Law no. 183/2024, without excluding the annual evaluation of employees' performance according to updated Law no. 53/2003 (Labour Code).

Chapter II. Methodology for the evaluation of the scientific performance of researchers within INCD-ECOIND

Art. 6. The methodology establishes the criteria, procedure and evaluation grid for the scientific performance of researchers within INCD-ECOIND, in accordance with Art. 27 of Law no. 138/2024 and the mission of the institute. The following are pursued:

- a) promoting scientific and applied excellence;

- b) correlation between individual objectives and the institute's strategy;
- c) fairness and transparency in the evaluation process;
- d) responsible use of quantitative indicators, giving priority to qualitative analysis.

Art. 7. The periodic evaluation of scientific performance and individual performance in scientific activity is based on the non-cumulative evaluation criteria of the scientific career path. The evaluation of the results obtained is carried out in correlation with the individual objectives in research, development and innovation activity, assumed by the researchers.

Art. 8. (1) The periodic evaluation of researchers' scientific performance takes into account the following non-cumulative evaluation criteria, adapted to the specific nature of their activity, the mission of INCD ECOIND and their individual objectives, giving priority to qualitative evaluation, supported by the responsible use of quantitative indicators:

- a) results obtained within the research activity and their impact;
- b) management and/or leadership/coordination of research activities;
- c) entrepreneurial activity/collaboration with the business environment and the applicability of the results obtained in the economy/society;
- d) mentoring, research supervision, teaching activity;
- e) continuing professional training;
- f) contributions to the development of science and the enrichment or promotion of world culture;
- g) services to society;
- h) other criteria;
- i) individual objectives in research, development and innovation activity assumed by researchers for the following period.

(2) Categories of indicators for evaluating the scientific performance of researchers within INCD ECOIND:

<i>Evaluation criteria</i>	<i>Category of indicators</i>
a) Results obtained within the research activity and their impact	i. scientific papers published in journals indexed in Web of Science - Science Citation Index Expanded, Web of Science - Emerging Sources Citation Index, Social Sciences Citation Index, SCOPUS, IEEE, ERIH+, CNCS-A and CNCS-B or in other databases relevant to the field of activity; ii. scientific papers presented at prestigious conferences in the field of activity of the research organisation; iii. scientific papers published in open-access regime; iv. books/book chapters edited/published by prestigious national/international publishing houses and studies; v. granted patents / filed patent applications (intellectual property rights); vi. citations in books/book chapters or papers published in journals indexed in international databases (excluding self-citations); vii. participation in the development of databases or digital corpora of specialised information; viii. participation in the development of digital dictionaries, digital encyclopaedias, digital editions of

<i>Evaluation criteria</i>	<i>Category of indicators</i>
	documents or specialised texts.
b) Management and/or leadership/coordination of research activities	i. research projects/programmes won through competition or coordinated; ii. organisational management; iii. capacity as editor/guest editor of journals indexed in international databases; iv. evaluated RDI programmes/projects.
c) Entrepreneurial activity/collaboration with the business environment and the applicability of the results obtained in the economy/society	i. services, technologies, developed products; ii. technological transfer of R&D results; iii. partnerships with innovative companies, within legal limits; iv. spin-offs/start-ups established or managed.
d) Mentoring, research supervision, teaching activity	i. partnerships with researchers/teaching staff from other national or international research organisations; ii. capacity as invited/associate researcher/teaching staff in a research organisation; iii. capacity as doctoral supervisor and the number of doctoral students supervised; iv. membership in a committee for the defence of a doctoral thesis; v. university courses developed and published in printed or electronic format.
e) Continuing professional training	i. doctoral and postdoctoral studies; ii. participation in mobility programmes.
f) Contributions to the development of science and the enrichment or promotion of world culture	i. organisation of scientific events; ii. organisation of science popularisation events; iii. invited presentations at prestigious scientific events; iv. presentation of reference scientific papers for the field of activity, published by prestigious international publishing houses; v. winning prestigious awards from a public authority or institution.
g) Services to society	i. capacity as member/leader/coordinator of a national/international professional organisation in the RDI field; ii. capacity as member/leader/coordinator of an advisory body/working group in the RDI field at sectoral, regional, national or international level; iii. holding a management, coordination or control position within a public authority in the RDI field; iv. participation in the development of public policies, strategies, international, national and sectoral research plans, standards, regulations and guidelines prepared for public authorities or institutions.
h) Other criteria	i. maintaining certifications; ii. maintaining accreditations;

<i>Evaluation criteria</i>	<i>Category of indicators</i>
	iii. other works prepared.
i) Individual research-development objective planning sheet	Individual objectives assumed by researchers for the following period: i. coherence and realism of individual scientific development planning; ii. alignment with the institute's strategy; iii. potential for scientific, technological and economic impact.

Art. 9 (1) Following the periodic evaluation process of researchers' scientific performance, the following ratings may be awarded: very good, good, satisfactory and unsatisfactory. The minimum score corresponding to each rating, by professional grade, is detailed in the table below.

RATING	ACS	CS	CS III	CS II / IDT II	CS I
Very good*	100	150	200	300	400
Good*	75	100	150	250	350
Satisfactory*	50	75	100	150	200
Unsatisfactory	< 50	< 75	< 100	< 150	< 200

**To obtain the rating, at least 15% of the minimum score must be obtained from the indicators provided under Criterion I: results obtained within the research activity and their impact.*

(2) The evaluation grid for awarding ratings for the personnel categories mentioned in Art. 3(2) is updated periodically, depending on institutional objectives, and is subject to the same endorsement as this Regulation.

Art. 10 (1) If the rating “unsatisfactory” is awarded, researchers are re-evaluated after a period of 24 months, based on a decision of the Director of INCDCOIND.

(2) For researchers who receive the rating “unsatisfactory” following two consecutive evaluations, INCDCOIND may decide to reduce the base salary by a maximum of 20% until the next evaluation of scientific performance, to reduce all salary bonuses and indemnities granted by 50% until the next evaluation of scientific performance, or to terminate the individual employment contract. The decision shall be taken by the Management Committee upon the proposal of the Scientific Council of INCDCOIND, by a simple majority of the votes of its members.

Art. 11 The results of the evaluations of researchers' scientific performance are analysed and validated at the level of the Scientific Council and approved by the General Director of INCDCOIND.

Art. 12 (1) The scientific researchers provided for in Art. 3(2) of this Regulation, who meet the retirement conditions provided by public pension system legislation, may be granted an old-age pension and continue their activity in the same research-development position if, at the last periodic evaluation of scientific performance, they obtained the rating “very good”.

(2) For researchers retained in research-development positions after reaching retirement age, the periodic evaluation of scientific performance is carried out annually.

Art. 13 The evaluation of researchers' scientific performance shall not be carried out if the employee worked for less than 2 years in the respective position during the evaluated period.

Art. 14 The personnel referred to in Art. 3(2) have the right to contest the result of the evaluation of scientific performance within 10 calendar days from the date of communication of the evaluation result.

Art. 15 The results of the evaluation of researchers' scientific performance are taken into account when making decisions regarding the need for their professional development, the preparation of the employee training plan, their promotion and the provision of interim management for leadership positions.

Art. 16 Initiation of the evaluation process and procedural deadlines

(1) INCD-ECOIND management may decide to initiate the periodic evaluation process for researchers' scientific performance:

- a) upon expiry of the legal period provided for evaluation (4 years);
- b) as a result of legislative changes applicable to public research institutions;
- c) in the context of restructuring, reorganisation or re-evaluation of the institutional strategy;
- d) in view of substantiating decisions regarding promotion, retention in position or granting of benefits/performance bonuses.

(2) The initiation of the scientific performance evaluation process is decided by decision of the General Director of INCD ECOIND, is communicated in writing to the personnel to be evaluated and is published in a visible place on the institute notice board.

(3) From the date of communication of the decision, researchers are required to complete and submit the self-assessment sheet, according to the approved model, within a minimum period of 60 calendar days, with the possibility of extension up to a maximum of 90 days, depending on the complexity of the case or the researcher's justified request.

(4) Failure to submit the self-assessment sheet within the maximum deadline referred to in paragraph (3), without an approved justification, entails the consequences provided by this Regulation, namely evaluation based on the available data and the awarding of a corresponding score.

Art. 17 Submission of the self-assessment sheet

(1) Each researcher, according to Art. 3(2), is required to submit, within the deadline established by the decision of INCD-ECOIND management, the Self-assessment Sheet, accompanied by evidence or links proving fulfilment of the evaluation indicator, and the Planning of individual research-development objectives for the following period, according to the approved model.

(2) The approved model of the Self-assessment Sheet is presented in Annex 1.

(3) The model for planning individual R&D objectives is presented in Annex 2.

Art. 18 Conduct of the evaluation process, application of the evaluation grid, awarding of the score and establishment of the rating

(1) The coordinator of the department/research laboratory / direct hierarchical supervisor, as evaluator, shall proceed to the contextual analysis of the Self-assessment Sheet submitted by the researcher and shall prepare the Evaluation Sheet (model presented in Annex 3), applying the officially approved evaluation grid, based on the evaluation criteria defined/established by this Regulation.

(2) The evaluation shall combine qualitative analysis with the responsible application of quantitative indicators.

(3) Based on the total score obtained, the evaluator awards the researcher a rating, according to the system provided in Art. 28 of Law no. 183/2024:

- Very good

- Good
- Satisfactory
- Unsatisfactory

(4) The rating is accompanied by a brief justification note, signed by the evaluator.

Art. 19 Validation and approval of results

(1) The individual evaluation results are submitted for analysis and validation to the Scientific Council of INCED-ECOIND. For each result, the Scientific Council analyses whether the procedure and principles of this Regulation have been complied with and may invalidate the respective result if the Regulation has not been complied with, in which case the evaluation procedure is resumed.

(2) After validation, the results are approved by the General Director of INCED-ECOIND.

Art. 20 Communication of results and the right to appeal

(1) Each researcher is informed in writing of the rating awarded and the related justification, within a maximum of 10 working days from approval of the results.

(2) Based on the rating awarded, the evaluated researcher may record comments in the Evaluation Sheet.

(3) If the researcher does not sign the Evaluation Sheet, the note “Refusal of signature by the evaluated employee” shall be recorded therein.

(4) Researchers have the right to lodge an appeal within 10 calendar days from the date of communication of the evaluation result, in accordance with Art. 31 of Law no. 183/2024.

(5) Appeals are settled by a separate committee, appointed by INCED-ECOIND management, within a maximum of 15 working days from registration.

Art. 21 Collection, management and archiving of evaluation documents

(1) The collection, centralisation and archiving of self-assessment sheets and evaluation sheets are the responsibility of the Human Resources Department and of the Scientific Council, according to the responsibilities established by decision of INCED-ECOIND management.

(2) The Human Resources Department and the Scientific Council shall have the following duties:

- (a) ensuring distribution of the model sheet to all researchers eligible for evaluation;
- (b) receiving and registering evaluation documents;
- (c) verifying the completeness and administrative conformity of the documentation;
- (d) archiving documents in individual professional files, in physical or electronic format, for a minimum period of 10 years from the date of approval of the evaluation results.

Art. 22 Researchers who do not meet the minimum criteria shall be guided to participate in continuing training courses or to reconsider their scientific activities, with support from the institute.

Chapter 3. FINAL PROVISIONS

Art. 23 The provisions of this Regulation shall be supplemented and amended in relation to subsequent changes in the legislation in force in the field of scientific research.

Art. 24 Annexes 1-3 form an integral part of this Regulation.

Art. 25 The Regulation constitutes Edition 1, Revision 0, replaces Internal Procedure PL-40, ed. 1, rev. 0, and was prepared in accordance with the legislation in force mentioned in Chapter 1.

Art. 26 This Regulation enters into force starting from the date of endorsement by CCCDI, following approval by the Scientific Council of INCD ECOIND.

Art. 27 After approval, the Regulation shall be published on the institute's website, www.incdecoind.ro, in the About us/Career section.

**PREPARED,
Scientific Council of INCD ECOIND**

Chair
Dr. Chem. Lidia KIM

ANNEX 1

SELF-ASSESSMENT SHEET OF THE RESEARCHER'S SCIENTIFIC ACTIVITY within INCD ECOIND

A. General data

Field	Details
Employee full name:	
Position held:	
Research Department/Laboratory:	
Evaluated period (years):	From: To:

B. Evaluation criteria and indicators

No.	Evaluation indicator	Number (n)	Unit score	Calculated score (n x unit score)
CRITERION I. RESULTS OBTAINED WITHIN THE RESEARCH ACTIVITY AND THEIR IMPACT				
i. Scientific papers published in journals indexed in Web of Science - Science Citation Index Expanded, Web of Science - Emerging Sources Citation Index, Social Sciences Citation Index, SCOPUS, IEEE, ERIH+, CNCS-A and CNCS-B or in other databases relevant to the field of activity				
1	Article published in a Web of Science (Clarivate) rated/indexed journal as main author / corresponding author		(4 + IF (rated)) per article; 4 (indexed) per article	
2	Article published in a Web of Science (Clarivate) rated journal as co-author, z = number of authors		(2 + IF) / z	
3	Article published in a Q1 journal as main author / corresponding author		15	
4	Article published in a Q2 journal as main author / corresponding author		10	
5	Article published in a Web of Science (Clarivate) rated/indexed journal in partnership with researchers from abroad		6	
6	Article published in a Web of Science (Clarivate) rated/indexed journal in partnership with SME partners		3	
7	Paper presented at an international scientific event, published in full in a Web of Science indexed volume (WOS, Clarivate), as main author / corresponding author		3	
8	Paper presented at an international scientific event, published in full in a Web of Science indexed volume (WOS, Clarivate), as co-author		2	
9	Paper presented at an international scientific event, published in full in a volume edited by a prestigious publishing house abroad, including in electronic format		2	
10	Article published in a journal recognised by CNCS (B+) or indexed in an international database (BDI), or in journals of the Romanian Academy Publishing House, as main author / corresponding author		2	
11	Article published in a journal recognised by CNCS (B+) or indexed in an international database (BDI), or in journals of the Romanian Academy Publishing House, as co-author		1	
ii. Scientific papers presented at prestigious conferences in the field of activity of INCD-ECOIND				

No.	Evaluation indicator	Number (n)	Unit score	Calculated score (n x unit score)
12	Plenary/keynote oral presentation delivered at an international scientific event		10	
13	Plenary/keynote oral presentation delivered at a national scientific event		5	
14	Oral presentation at an international scientific event (speaker/author)		6/4	
15	Oral presentation at a national scientific event (speaker/author)		4/2	
16	Poster communication presented at an international scientific event		2	
17	Poster communication presented at a national scientific event		1	
iii. Scientific papers published in open-access regime				
18	Scientific papers published in open-access regime		5	
iv. Books/book chapters edited/published by prestigious national/international publishing houses and studies				
19	Book published by a prestigious international publishing house*		20	
20	Book published by an international or national publishing house		10	
21	Chapter in a book or monograph edited by a prestigious international publishing house*		10	
22	Chapter in a book or monograph edited by an international or national publishing house		5	
v. Granted patents / filed patent applications (intellectual property rights)				
23	International patent granted during the evaluated period		20	
24	National patent granted by OSIM during the evaluated period		10	
25	International patent application filed during the evaluated period		10	
26	National patent application filed with OSIM during the evaluated period		5	
vi. Citations in books/book chapters or in papers published in journals indexed in international databases (excluding self-citations)				
27	Citations of publications (articles, ISI proceedings) in articles published in ISI-rated and indexed journals according to WOS, Scopus (excluding self-citations) during the evaluated period		1	
28	Citations of publications (books, book chapters) in articles published in ISI-rated and indexed journals according to WOS, Scopus (excluding self-citations) during the evaluated period		0.5	
29	Hirsch Index (HI) according to Web of Science, Scopus		HI	
vii. Participation in the development of databases or digital corpora of specialised information				
30	Participation in the development of databases or digital corpora of specialised information		20	
viii. Participation in the development of digital dictionaries, digital encyclopaedias, digital editions of documents or specialised texts				
31	Participation in the development of digital dictionaries, digital encyclopaedias, digital editions of documents or specialised texts		10	
CRITERION II. MANAGEMENT AND/OR LEADERSHIP/COORDINATION OF RESEARCH ACTIVITIES				
i. Research projects/programmes won through competition or coordinated				

No.	Evaluation indicator	Number (n)	Unit score	Calculated score (n x unit score)
32	Director/Coordinator/Responsible person of an international grant/project/contract (including economic)/research programme, won through competition or coordinated, with value > 100,000 lei (or equivalent); < 100,000 lei (or equivalent)		20/10	
33	Member of the team of an international grant/project/contract (including economic)/research programme, won through competition or coordinated, with value > 100,000 lei (or equivalent); < 100,000 lei (or equivalent)		8/4	
34	Director/Coordinator/Responsible person of a national grant/project/contract (including economic)/research programme, won through competition or coordinated, with value > 100,000 lei (or equivalent); < 100,000 lei (or equivalent)		10/5	
35	Member of the team of a national grant/project/contract (including economic)/research programme, won through competition or coordinated, with value > 100,000 lei (or equivalent); < 100,000 lei (or equivalent)		5/3	
36	Participation in preparing RDI project proposals, as coordinator, partner responsible person or member of the implementation team - European projects / national projects		10/5	
ii. Organisational management				
37	Organisational management (note 1)		20	
iii. Capacity as editor/guest editor of journals indexed in international databases				
38	Capacity as editor / guest editor of journals indexed in international databases		6	
39	Member of the editorial board of journals indexed in international databases		2	
40	Article reviewer for a WOS, Scopus rated/indexed journal		2	
41	Article reviewer for a journal indexed in international databases		1	
iv. Evaluated RDI programmes/projects				
42	Evaluated RDI projects		5	
CRITERION III. ENTREPRENEURIAL ACTIVITY / COLLABORATION WITH THE BUSINESS ENVIRONMENT AND THE APPLICABILITY OF THE RESULTS OBTAINED IN THE ECONOMY / SOCIETY				
i. Services, technologies, developed products				
43	Services, technologies, methods, studies, methodologies, products developed in research projects/works		5	
ii. Technological transfer of R&D results				
44	Technological transfer of R&D results / results applied to various beneficiaries		10	
45	Participation in clusters, networks, technological platforms or national/international exhibitions dedicated to research and innovation		1	
46	Activities promoting RDI results through digital communication, publication in science/technology popularisation magazines, participation in scientific or technological marketing events		1	
47	Works for beneficiaries supported in the Technical-Scientific Committee (CTE)		5	
iii. Partnerships with innovative companies, within legal limits				

No.	Evaluation indicator	Number (n)	Unit score	Calculated score (n x unit score)
48	Partnerships with innovative companies, within legal limits, with associations having a related field of activity or other institutions		1	
iv. Spin-offs/start-ups established or managed				
49	Spin-offs/start-ups established or managed		10	
CRITERION IV. MENTORING, RESEARCH SUPERVISION, TEACHING ACTIVITY				
i. Partnerships with researchers/teaching staff from other national or international research organisations				
50	Partnerships with researchers/teaching staff from other international research organisations		3	
51	Partnerships with researchers/teaching staff from other national research organisations		2	
ii. Capacity as invited/associate researcher in a research organisation				
52	Capacity as invited researcher in a research organisation		1	
53	Capacity as associate researcher in a research organisation		1	
iii. Capacity as doctoral supervisor and the number of doctoral students supervised				
54	Capacity as doctoral supervisor		10	
55	Membership in a doctoral thesis supervision committee		6	
56	Students/doctoral students supported in training internships carried out in the institute through collaboration contracts with universities (other than those supervised)		1	
iv. Membership in a committee for the defence of a doctoral thesis / habilitation				
57	Membership in a public defence committee of a doctoral thesis / habilitation		4	
v. University courses developed and published in printed or electronic format				
58	University courses developed and published in printed or electronic format		2	
59	Participation in knowledge-transfer, instruction or professional-training activities offered to external entities (e.g. associations, companies, public institutions)		2	
CRITERION V. CONTINUING PROFESSIONAL TRAINING				
i. Doctoral and postdoctoral studies				
60	Participation in doctoral study programmes during the evaluated period / Obtaining the doctoral degree / habilitation during the evaluated period		10	
61	Participation in postdoctoral study completion programmes during the evaluated period		5	
ii. Participation in mobility programmes				
62	Scholarships and professional specialisation (more than 5 days on a specific topic)		8	
63	Participation in mobility programmes / national or international training internships (minimum 5 days)		4	
iii. Participation in training programmes				
64	Participation in courses, workshops or professional training relevant to the RDI field		2	
65	Participation in thematic webinars		0.5	
CRITERION VI. CONTRIBUTIONS TO THE DEVELOPMENT OF SCIENCE AND THE ENRICHMENT OR PROMOTION OF WORLD CULTURE				

No.	Evaluation indicator	Number (n)	Unit score	Calculated score (n x unit score)
i. Organisation of scientific events				
66	International scientific event (congress, conference, symposium, workshop) or summer school organised as: Chair of the organising committee / Member of the organising committee or scientific committee		6 / 4	
67	National scientific event (congress, conference, symposium, workshop) or summer school organised as: Chair of the organising committee / Member of the organising committee or scientific committee		4 / 2	
ii. Organisation of science popularisation events				
68	Science popularisation event organised / collaboration in the organisation		4 / 2	
iii. Winning prestigious awards from a public authority or institution				
69	Prestigious award granted by a public authority, organisation or public institution		20	
70	Award (distinction) of a national scientific society/organisation obtained through a selection process		10	
71	Award (distinction) of an international scientific society/organisation obtained through a selection process		40	
72	Other awards/diplomas as main author/co-author		5	
CRITERION VII. SERVICES TO SOCIETY				
73	Capacity as leader/coordinator of a professional organisation in the RDI field: national / international		10 / 20	
74	Capacity as member of a professional organisation in the RDI field: national / international		5 / 10	
75	Capacity as member / leader / coordinator of an advisory body / working group in the RDI field at sectoral, regional, national or international level		20	
76	Holding a management, coordination or control position within a public authority in the RDI field		20	
77	Participation in preparing public policies, strategies, international, national and sectoral research plans, standards, regulations and guidelines prepared for public authorities or institutions		20	
CRITERION VIII. OTHER CRITERIA				
78	Responsible person/member of the team preparing environmental studies and technical documentation for obtaining water management endorsements and authorisations		20/10	
79	Responsible person for in-house works		5	
80	Responsible person / performer of RENAR-accredited testing		10/5	
81	Laboratory activity support activities (note 2)		10	
Score resulting				
CRITERION IX. PLANNING OF INDIVIDUAL RESEARCH-DEVELOPMENT OBJECTIVES (for the following period)**				
82	Coherence and realism of individual scientific development planning		3	
83	Alignment with the institute's strategy		3	
84	Potential for scientific, technological and economic impact		4	
Total score				

Notes:

Note 1. Organisational management (examples): General Director; Scientific Director; Laboratory Head; Department Head; Project Director; Project Responsible Person; Research Programme Coordinator; Technology Transfer Manager; Research Infrastructure Responsible Person; Institute Quality Responsible Person; Institute Metrologist Responsible Person; Occupational Health and Safety Responsible Person; etc.

Note 2. Laboratory activity support activities (examples): receiving and registering samples; preparing test requests; preparing test reports; preparing statement of needs; preparing the annual procurement plan; quality responsible person in the laboratory; metrologist responsible person in the laboratory; person responsible for special gas supply; person responsible for chemical and hazardous substances; person responsible for risks; person responsible for inventory; person responsible for receiving goods in the laboratory; person responsible for archiving; person responsible for sampling planning; person responsible for registering results; person responsible for non-accredited tests; consulting and technical assistance during the offer stage (analysis of beneficiary requests, formulation of technical recommendations and/or preparation of technical offers); other specific responsibilities assigned by decisions regarding the proper functioning of the structure (for example: equipment management, reagent management, etc.), etc.

*Prestigious international publishing house - the book must be found in at least 100 libraries according to the WorldCat catalogue (WorldCat.org).

**Score obtained based on the evaluator's analysis according to Annex 2.

The impact factor (IF) is published annually in Journal Citation Reports (Clarivate), and for calculation the value corresponding to the year of publication of the article shall be used, or the latest IF value if the IF is not available for the year of publication of the article.

Scientific author books listed in the records of the National Library shall be taken into consideration.

ANNEX 2

PLANNING OF INDIVIDUAL RESEARCH-DEVELOPMENT OBJECTIVES (10 points)

1. Main objectives for the following period (20xx - 20xx)

No.	Objective	Expected results	Estimated deadline	Result indicators
1				
2				
3				
n				

2. Contributions to existing / upcoming projects

3. Alignment with INC-D-ECOIND strategy

4. Required resources

ANNEX 3
EVALUATION SHEET OF THE RESEARCHER'S SCIENTIFIC ACTIVITY
(to be completed by the evaluator)

A. General data

Field	Details
Full name of evaluated employee	
Position held	
Department / Laboratory	
Evaluated period (years)	From: To:

B. Assessment of the level of individual performance by reference to the evaluation criteria and indicators

Evaluation criteria	Score awarded	Comments
I) Results obtained within the research activity and their impact		
II) Management and/or leadership/coordination of research activities		
III) Entrepreneurial activity / collaboration with the business environment and applicability in the economy / society of the results obtained		

Evaluation criteria	Score awarded	Comments
IV) Mentoring, research supervision, teaching activity		
V) Continuing professional training		
VI) Contributions to the development of science and the enrichment or promotion of world culture		
VII) Services to society		
VIII) Other criteria		
IX) Planning of individual research-development objectives		
Total score:		

C. Evaluation grid

RATING	ACS	CS	CS III	CS II / IDT II	CS I
Very good*	100	150	200	300	400
Good*	75	100	150	250	350
Satisfactory*	50	75	100	150	200
Unsatisfactory	< 50	< 75	< 100	< 150	< 200

**To obtain the rating, at least 15% of the minimum score must be obtained from the indicators provided under Criterion I: results obtained within the research activity and their impact.*

D. Evaluation rating:

E. Evaluator's comments regarding the employee's evaluation results:

F. Comments of the evaluated employee:

Evaluator (name, position, signature)		Date:
Signature of evaluated employee		Date:

G. Analysis / validation in the Scientific Council - Approval by the General Director

Date of completion				
Action	Prepared	Analysed	Validated	Approved
Signing party	Evaluator (name/position)	Scientific Council	Scientific Council	General Director
Signature				

Acknowledgement:

Date of acknowledgement	
Signature of evaluated employee	