What is the mission of the experts in the Department of Evaluation of Higher Education Institutions (DEE)

Each panel is in charge of the institutional evaluation of higher education, research and innovation institutions (ESRI): universities, engineering schools, schools of art and design, schools of architecture and public interest private higher education institutions (EESPIGs). In the context of the autonomy and accountability of the institutions, the evaluation consists of analysing the strategy, steering and main outcomes of the institutions’ policies concerning their different activities (research, innovation, training, student's success, etc.) during the period subject to the evaluation, which corresponds to that of the last five-year contract signed with their supervising ministries.

The evaluation is non-prescriptive and does not lead to a decision by Hcéres. It is designed to help the entities evaluated to produce their own solidly-substantiated analysis based on their situation and to facilitate decision-making and the development and implementation of the institution’s strategy for the coming years. It is also intended to inform the decisions of the Ministry for Higher Education, Research and Innovation or other ministries concerned, and therefore takes place one year before the signing of the new multi-year contract between the institution and its supervising ministry.

The evaluation is conducted by a panel of peers consisting of six to twelve experts depending on the size of the institution evaluated.

What exactly do the experts do?

1. Prepare the evaluation
   - Familiarise themselves with the methodology and the Hcéres evaluation standard;
   - Analyse the institution's self-evaluation file;
   - Participate in meetings and discussions in preparation for the visit;
   - Prepare items useful to the visit (list of questions).

2. Participate in discussions with staff at the institution evaluated (two to three-day site visit)
   - Participate in and/or lead the hearings with the stakeholders evaluated;
   - Participate in the panel of experts' briefing and debriefing sessions;
   - Share information within the panel;
   - Participate in post-visit reporting and summarising sessions with the panel;

3. Produce the final documents
   - Draft the evaluation report or contributions to the report following the drafting rules established by the Department.

What skills and qualities are required?

- A good knowledge of French higher education
- Scientific expertise in a particular subject or discipline
- Ability to analyse and synthesise
– Rigour and compliance with procedures
– Due regard for the confidentiality of the cases handled
– Ability to work in a collegial context
– Ability to listen and dialogue
– Good writing skills
– Good command of English

**What experience is expected of candidates?**

– Experience in the management of an institution (e.g. presidency of a university, vice-presidency in charge of steering, teaching, research, etc., directorship of an HE school)
– Experience of evaluation with another body