



Template: Evaluation of Eligible Applications

Criteria	Score	Weighting (%)
Academic merit: academic transcript, publications, etc.		30
Research skills and other relevant competences		25
Research & work experience: 3i dimension, international or industry internships, conferences, etc.		15
Motivation letter		10
Recommendation by referees		10
Public awareness (dissemination and communication activities)		10
Weighted Average Score		100
Scoring guide: 0 – Fail. The application fails in these criteria or cannot be judged due to incomplete information. 1 – Poor. The application has serious weaknesses or is addressed in an inadequate manner. 2 – Fair. The application broadly addresses the criterion, but there are significant weaknesses. 3 – Good. The application addresses the criterion well, although improvements are required. 4 – Very Good. The application addresses the criterion very well, although certain improvements are still possible. 5 – Excellent. The application successfully addresses all relevant aspects of the criterion in question.		
Individual Evaluators Scores	Score	Weighting (%)
Evaluator 1		25
Evaluator 2		25
Evaluator 3		25
Evaluator 4		25
Weighted Average Score		100

Applicant's Average Score: _____

Ranking of Applicant based on Average Score: _____

Selection Panel of Evaluators are required to produce a first ranking list based on the average scores. In cases where Applicants obtain the same score, priority will be given to those who scored highest in Academic merit, followed by Research skills. These being equal, priority will be given to female Applicants. The Selection Panel then are required to set a cut-off score for passing to the interview round, which will be no lower than 3.5 and will allow for at least the top three applicants to be invited for interview, up to a maximum of six per position.



Template: Interviews

Interviews will comprise two parts:

- **Part 1** – 10-minute presentation by the Applicant, and
- **Part 2** - A discussion session to explore the suitability to the research project (verbal, no pre-prepared material).

Applicants/Evaluators will be given the same *Interview Guide (coming soon)* detailing process and scoring. Evaluation will be based on:

Criteria	Score	Weighting (%)
Scientific and investigative aptitude and motivation		30
Research Project: conceptual understanding and suitability		30
Professional skills: planning, problem solving, IT, data management,		20
Interpersonal skills: communication, teamwork, initiative, English level		20
Weighted Average Score		100
Scoring guide: 0 – Fail. The application fails in these criteria or cannot be judged due to incomplete information. 1 – Poor. The application has serious weaknesses or is addressed in an inadequate manner. 2 – Fair. The application broadly addresses the criterion, but there are significant weaknesses. 3 – Good. The application addresses the criterion well, although improvements are required. 4 – Very Good. The application addresses the criterion very well, although certain improvements are still possible. 5 – Excellent. The application successfully addresses all relevant aspects of the criterion in question		
Individual Evaluators Scores	Score	Weighting (%)
Evaluator 1		25
Evaluator 2		25
Evaluator 3		25
Evaluator 4		25
Weighted Average Score		100

Applicant's Average Score: _____



Template: Final Ranking and Allocation of Positions

Final Scores	Score	Weighting (%)
Applicant's Average Score from Step 3 (Evaluation of Eligible Application)		40
Applicant's Average Score from Step 4 (Interviews)		60
Weighted Final Score		100

Applicant's Final Score:_____

Ranking of Applicant based on Final Score:_____

Selection Panel of Evaluators are required to produce a first ranking list based on the average scores.

The scoring of the interview criteria categories will be considered in cases where overall scores are identical, first applying Scientific and investigative aptitude, followed by Research Project. All these being equal, priority will be given to female Applicants.