

Evaluation Criteria for Postdoctoral Contract Applications

Introduction

This document establishes the evaluation criteria that will be used to assess applications for postdoctoral contracts. The maximum total score is 100 points, distributed across different evaluation areas.

1. EDUCATION (10 points)

1.1 Academic record (5 points)

Assessment of official degrees and grades obtained. This criterion evaluates the candidate's academic performance through:

- Official degrees obtained (Bachelor's, Master's, PhD)
- Grades and academic record
- Overall GPA and relative position within the cohort

Maximum score: 5 points

1.2 Other merits/training (5 points)

Recognition of awarded scholarships and complementary training that broaden or enrich the candidate's background, such as:

- Competitive national or European scholarships
- Complementary training
- Professional certifications relevant to research

Maximum score: 5 points

2. EXPERIENCE (20 points)

2.1 Duration (10 points)

Assessment of the duration of experience related to the field of knowledge or similar areas. The following are considered:

- Previous postdoctoral experience
- Research contracts or extended research stays
- Total accredited duration and continuity over time

Maximum score: 10 points

2.2 Institutions (10 points)

Assessment of the quality and impact of the institutions where the candidate has developed their experience:

- Prestigious institutions (top universities, centers of excellence)
- Spin-off companies or similar entities
- Participation in international networks or consortia
- Recognition and ranking of institutions in scientific rankings

Maximum score: 10 points

3. RESEARCH / ACADEMIC AND SCIENTIFIC OUTPUT (40 points)

3.1 Presentations/Dissemination (10 points)

Recognition of participation in scientific outreach activities:

- Presentations, oral communications, or posters at national/international conferences
- Participation in fairs, forums, and scientific meetings
- Relevance of events to the field of knowledge

Maximum score: 10 points

3.2 Research proposal (10 points)

Assessment of the clarity and coherence of the proposed future research, as well as its suitability and connection with the lines or projects in which it is framed:

- Motivation letter and interest in pursuing a research career
- Clarity and coherence of the future research project
- Alignment with the objectives of the host research group

Maximum score: 10 points

3.3 Projects/Publications/Collaborations (20 points)

Assessment of the candidate's participation in scientific projects and publications:

- Participation in competitive national or European projects
- Quantity, quality, and normalized impact of publications (JCR indices, citations, quartiles)
- Openness of publications (open access) and publication outlets (indexed journals, books)

Maximum score: 20 points

4. SELECTION PROCESS (30 points)

4.1 Final interview (30 points)

The final interview is the most important element of the selection process. In this phase, the following will be evaluated:

- Technical competencies: Specific knowledge in the field and research methodology
- Skills: Communication, teamwork, leadership
- Experience: Background and previous contributions
- Attitude: Motivation, commitment, and willingness to integrate
- Suitability: Ability to effectively integrate into the relevant team

Maximum score: 30 points

SCORING SUMMARY

EVALUATION CRITERION	MAXIMUM SCORE
EDUCATION	10 points
ACADEMIC RECORD	5
OTHER MERITS/TRAINING	5
EXPERIENCE	20 points
DURATION	10
INSTITUTIONS	10
RESEARCH / ACADEMIC AND SCIENTIFIC OUTPUT	40 points
PROJECTS/PUBLICATIONS/COLLABORATIONS	20
PRESENTATIONS/DISSEMINATION	10
RESEARCH PROPOSAL	10
SELECTION PROCESS	30 points
FINAL INTERVIEW	30
TOTAL MAXIMUM SCORE	100 points