

Evaluation Criteria for Pre-Doctoral Contract Applications

Introduction

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

1. EDUCATION (30 points)

1.1 Academic record (20 points)

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

- Official degrees obtained
- Grades and academic record
- Overall GPA

Maximum score: 20 points

1.2 Other merits/training (10 points)

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

- Excellence scholarships or academic merit awards
- Specialized complementary training
- Relevant professional certifications
- Postgraduate courses

Maximum score: 10 points

2. EXPERIENCE (15 points)

2.1 Training internships (5 points)

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

- Internships in companies related to the field
- Internships in academic or research institutions

- Duration, relevance, and quality of the internships

Maximum score: 5 points

2.2 Professional experience (10 points)

Assessment of professional (non-research) activity carried out in companies and institutions related to the field of knowledge or similar areas:

- Direct work experience
- Sector relevance
- Duration and responsibilities assumed
- Self-employment
- Volunteer work

Maximum score: 10 points

3. RESEARCH / ACADEMIC AND SCIENTIFIC OUTPUT (25 points)

3.1 Projects/Publications/Collaborations (5 points)

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

- Participation in competitive projects (national or European)
- Quantity, quality, and impact of publications
- Social impact of published work
- Publication outlets (indexed journals, books, etc.)
- Openness and visibility of publications

Maximum score: 5 points

3.2 Presentations/Dissemination (5 points)

Recognition of participation in scientific outreach activities:

- Participation in conferences and symposia
- Presentations at fairs and scientific events
- Participation in forums and scientific meetings
- Relevance of events to the field of knowledge

Maximum score: 5 points

3.3 Research proposal (15 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
- Expressed interest in pursuing a research career
- Clarity and coherence of the future research project
- Alignment with the objectives of the research group

Maximum score: 15 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
- Skills: Communication, teamwork, leadership
- Experience: Background and previous contributions
- Attitude: Motivation, commitment, and willingness to learn
- Suitability: Ability to effectively integrate into the relevant team

Maximum score: 30 points

SCORING TABLE

Evaluation Criterion	Maximum Score
EDUCATION	30 points
Academic record	20
Other merits/training	10
EXPERIENCE	15 points
Training internships	5
Professional experience	10
RESEARCH / ACADEMIC AND SCIENTIFIC OUTPUT	25 points
Projects/Publications/Collaborations	5
Presentations/Dissemination	5
Research proposal	15
SELECTION PROCESS	30 points
Final interview	30
TOTAL MAXIMUM SCORE	100 points