### General criteria for evaluating candidates

<table>
<thead>
<tr>
<th>Category</th>
<th>Weight</th>
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<tbody>
<tr>
<td>Scholarship and Research Output</td>
<td>50</td>
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<tr>
<td>Teaching and Learning</td>
<td>30</td>
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<tr>
<td>Academic Leadership &amp; Service</td>
<td>20</td>
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#### Scholarship & Research Output (50%)

- **a) Refereed Research Output**
  - a1) Indexed Refereed Journals
  - a2) Books and Book Chapters
  - a3) Refereed Conference Proceedings
  - Other Research Outputs (Commissioned
    - a4) Reports; Creative Works etc)

- **b) Competitively Funded Research Awarded**

- **c) Research Stages in Designated Academic and Research Centres**

#### Teaching & Learning (30%)

- **D) Involvement in Course Delivery and Student Supervisions**
  - d1) University courses taught (1st and 2nd cycle, degree and post-graduate)
  - d2) Supervision of doctoral theses
  - d3) Supervision of 1st degree and master final projects

- **E) Quality of teaching work**
  - e1) Assessments of the candidate’s work
  - e2) Original teaching material and publications
  - e3) Innovative teaching projects

- **F) Quality of teacher training and Ongoing Development**
  - Presentations at conferences related to
    - f1) university education
    - Attendance to conferences related to
    - f2) university education

#### Academic Leadership & Service (20%)

- **G) Knowledge transfer / impact of scholarship**

- **H) University management positions held**

- **I) Contribution to the Profession / Professional Associations linked to discipline (eg Editorial Board / Reviewer Appointments)**

- **J) Other esteem indicators**

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The assessment of the merits of the candidates will be done considering the adequacy of the merits to the profile of the position that is Business Organization

Minimum score required to pass to the second phase: **60**