

## Merits (1st stage)

Topic	Max Points	What is expected in the best case
<b>A. Quality of research work and dissemination of its results</b>		
A.1. Indexed scientific publications	18	A sustained annual record of publication as a primary or corresponding author in journals accepted as important in the Candidate's field of research and/or relevant conference contributions with comparable impact factors to the important domain journals is expected.  Any other scientific achievement that can be objectively assessed will also be considered.
A.2. Other scientific publications	3	
A.3. Books and chapters in books	3	
A.4 Other scientific achievements: creation of data sets, scientific challenges, etc.	5	
B. Time spent at research centres	4	A record of national and international research collaborations and their research outcomes.
C. Participation in research projects and research contracts	5	A record of approved funding that requires a proposal and is reviewed prior to approval. When participating as a co-investigator, objective evidence of the extent and importance of their role in the project must be provided.
<b>D. Quality of the transfer of results</b>		
D.1. Patents and products with registered intellectual property rights	4	A record of patents & projects with industrial partners that is strongly related to the reported research.
D.2. Transfer of knowledge to the productive sector	4	
E. Distinguished participation in conferences	2	A record of participation in international symposia and associated presentations as well as invited lectures.
F. Lectures and seminars given at internationally renowned research centres	2	A record of lectures and seminars at renowned international universities and research centres.
<b>SUBTOTAL RESEARCH</b>		50
<b>G. Involvement in education</b>		
G.1. University courses taught (first and second cycle, degree and post-graduate)	10	A record of accomplishment in teaching at the undergraduate, professional and/or graduate levels, including formal classroom and/or laboratory instruction and research instruction. The level of effort, quality, and originality of the Candidate's teaching contributions will be considered.
G.2. Supervision of doctoral theses	5	
G.3. Supervision of first degree and master's final projects	3	
<b>H. Quality of teaching work</b>		
H.1. Positive assessments of the candidate's work	10	A record of evidences showing a high quality level when teaching as well as well evaluated teaching materials. When possible, formal teaching evaluations will be used for the assessment: Student Evaluations of Teaching, Teaching awards, etc.
H.2. Original teaching material and publications	5	
H.3. Innovative teaching projects	3	
<b>I. Quality of pedagogical training</b>		
I.1. Presentations at conferences related to university education and certifications related to teaching and pedagogical aspects.	2	A record of oral presentations at renowned teaching conferences and certifications related to teaching and pedagogical aspects.
I.2. Attendance at conferences related to university education and pedagogical aspects.	2	A record of attendances.
<b>SUBTOTAL TEACHING</b>		40
J. Awards	4	A record of international and national professional, research and teaching awards.
K. University management posts held	4	A record of posts held.
L. Other merits	2	A record of evidence that might include: appointments to grant review panels; selection as a reviewer of journal manuscripts or artifacts, or as a reviewer of candidates for tenure/promotion at other universities; invitations to speak at other universities; requests to serve on PhD committees at other institutions.
<b>SUBTOTAL OTHER</b>		10
<b>TOTAL 1st phase</b>		100
<b>A candidate will pass to the second stage if he/she gets more than 70 (out of 100) points. If there are no candidates that fulfill this condition, the committee will consider the cases of the top-three candidates in order to select up to three of them for passing to the second stage.</b>		

## Merits (2ond phase)

During the second phase, the assessment of merits will be entirely based on public hearings. Hearings will last approximately an hour and a half for each candidate.

First, each candidate will be given the opportunity to make a spoken presentation of his/her CV during 20 minutes. The candidate may wish to note particular strengths of his/her case, especially those factors whose significance might not be immediately grasped by someone from outside his/her specific field. Second, after the presentation of the CV, the candidate will be given the opportunity to develop during 40 minutes a research topic of his/her choice. This exposition may be focused on explaining his/her research statement for the following years or may be devoted to the exposition of a recent personal research result.

In order to assess the importance of scientific publications and impact of the candidate's research, the committee can use concepts such as "impact factor", "h-index" or "number of citations" (in combination with other criteria). For this reason (but only when these indicators are based on public data sources such as Google Scholar, Research-ID, SCOPUS; etc.) we recommend the candidates to use them during his/her presentations. It would be also useful to get from each candidate, during the presentation, a short list with his/her top-5 scientific achievements and the reasons for this consideration.

At the conclusion of the oral presentation, the committee will have an opportunity to raise questions for 25-30 minutes. The committee will try to use the question period as a time to examine the aspects of candidates' career which make them the most concerned, as well as to inquire into particular areas of success.

Content of the presentation: CV strengths, novelty/quality of the proposed research.	20
Structure/outline presentation	10
Care of details/neatness	10
Insight in subject matter	10
Answering questions/discussion	30
Ability to interpret/understand/analyse questions.	20
Total	100