

## **EVALUATION CRITERIA**

### **SECOND STAGE**

The second stage consists of a face-to-face interview conducted in English. During the interview, which will be public and last no more than an hour and a half, candidates will be required to introduce themselves briefly and give a seminar on an appropriate subject. The committee members will then ask any questions they deem necessary regarding details of the candidate's CV and the seminar given, the candidate's research plans or any other aspect relating to the post offered and the activity to be developed, if selected.

In this phase the Committee will assess:

1. The merits of the candidates in their curricula, with the clarifications provided in the answers to the questions raised, following the criteria established in Stage 1 of the selection process. Weight: 70%.
2. The quality of the presentation and the quality and appropriateness of the answers provided by the candidates. The Committee recommends candidates to center their seminar in an exposition of the projects they are planning to develop in the future, related to the position, in case they are selected, including research projects (e.g. in the next 5 years) and, also, teaching, teaching innovation, the engagement in entrepreneurship, knowledge-transfer and/or business-related activities. The Committee will evaluate aspects such as the communicative skills, clarity, precision and conciseness. Weight: 30%.