| | | Merits (1st stage) |
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| **Topic Biomedical Research** | **Max Points** | **What is expected in the best case** |
| A. Quality of research work and dissemination of its results | | |
| A.1. Indexed scientific publications | 20 | A sustained annual record of biomedical 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 biomedical journals is expected. |
| A.2. Other scientific publications | 2 | |
| A.3. Books and chapters in books | 2 | |
| A.4 Other scientific achievements: creation of data sets, scientific challenges, etc. | 2 | |
| 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 | 8 | A record of approved funding that requires a proposal and is reviewed prior to approval. |
| D. Quality of the transfer of results | | |
| D.1. Patents and products with registered intellectual property rights | 2 | 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 | 2 | |
| E. Distinguished participation in conferences | 5 | A record of participation in international symposia and associated presentations as well as inveted lectures |
| F. Lectures and seminars given at internationally renowned research centers | 3 | A record of lectures and seminars at renowned international universities and research centers |
| SUBTOTAL RESEARCH | 50 | |
| Topic Teaching | | A record of accomplishment in teaching at the undergraduate, professional and/or graduate levels, including formal classroom and/or laboratory instruction and research instruction. |
| G. Involvement in education | | |
| G.1. University courses taught (first and second cycle, degree and post-graduate) | 15 | The level of effort, quality, and originality of the Candidate's teaching contributions will be considered. |
| G.2. Supervision of doctoral theses | 10 | |
| G.3. Supervision of first degree and master's final projects | 5 | 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. Quality of teaching work | | |
| H.1. Positive assessments of the candidate's work | 4 | |
| H.2. Presentations at conferences related to university education and certifications related to teaching and pedagogical aspects. | 3 | A record of oral presentations at renowned teaching conferences and certifications related to teaching and pedagogical aspects. |
| H.3. Attendance at conferences related to university education and certifications related to teaching and pedagogical aspects. | 3 | |
| SUBTOTAL TEACHING | 40 | |
| I. Awards | 4 | A record of international and national professional, research and teaching awards. |
| J. University management posts held | 3 | |
| K. Other merits | 3 | 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. |
| SUBTOTAL OTHERS | 10 | |
| **TOTAL 1st phase** | 100 | **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 fullfill 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.** |

**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 10 minutes a teaching topic of his/her choice. Finally, the candidate will be given the opportunity to develop during 30 minutes a research topic of her/his 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.

Content of the presentation: CV strengths

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|---|---|
| CV strengths | 20 |
| Teaching topic | 10 |
| Research Topic | 30 |
| Answering questions/discussion | 25 |
| Ability to interpret/understand/analyse questions. | 15 |
| Total | 100 |