**PGR Applicant Assessment Criteria**

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| **Criteria** | **Descriptor** | **Evidence source** |
| Motivation | 1 = Only interested in doing a PhD/MRes/EdD/unclear  3 =Somewhat interested in the research  5 = Extremely interested in the research | * Interview * Statement |
| Past research quality | 1 = Directed research (supervisor-led)  3= Some demonstration of independence and critical analysis  5= Highly independent with successful delivery of interesting, publishable research | * Proposal * Previous dissertation(s) * Publications * Application form * Referee’s report |
| Relevance of education & experience | 1 = Education has limited relevance to the PhD/MRes and/or poor scores  3= Education broadly relevant to the PhD/MRes with average scores  5 = Well-matched education, good scores and skills relevant to PhD | * Transcripts (modules & scores) * Application form * Referee’s report |
| Skills   * Scientific skills * Technical skills * Communication skills | 1 = Poor understanding of the article provided for the task and capable of only a limited explanation of concepts/theory in article. Poor technical skills of relevant field (programming, GIS or chemistry lab skills if necessary). Short, poorly structured written statements lacking detail and critical analysis.  3= A good understanding of article and an ability to communicate the main concepts/theory. Average technical skills of relevant field. Reasonably written statements with a level of critical analysis expected for an average student.  5 = An excellent understanding of article and an ability to clearly communicate the main concepts/theory. Excellent technical skills of relevant field. A well-written, analytical statement demonstrating a breath of understanding and critical thinking. | * Interview * Application form * Task provided (e.g. analysis of a *Nature* or *Science* article – different articles can be used for the different PhD topics, but the same article should be used for all students applying for same topic) * Referee’s report |
| Personal attributes   * Ability to work independently * Ability to conduct fieldwork (if necessary) * Collegiality | 1 = Passive working altitude. Does not take initiative.  3 = Moderately independent, but reliant on supervisor. Organised.  5 = Independent, but capable of taking instruction. Organised. | * Referee report * Interview |
| English proficiency | 1= Struggled through conversations.  3=Able to express opinions and explain ideas adequately.  5=Able to communicate and elaborate fluently and precisely. | * Interview * Research proposal * Personal statement |

**PGR Applicant Assessment Form**

**Interviewing is one of the most valuable tools** that supervisors can use when determining if an applicant has the potential to undertake and complete a doctoral degree. It can also help a supervisor to evaluate whether the applicant will fit in with the research team. Thus, supervisors/team are strongly encouraged to consider introducing the process as part of the recruitment strategy. The approaches of interviewing can be flexible depending on the facilities available and the context, e.g. face-to-face, by phone, Skype, WeChat, etc.

**Applicant:**

**Project Title:**

**Interview approach:** ☐ **Face-to-Face ☐ Telephone ☐ Skype ☐ WeChat ☐Other\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Assessor(s):**

**Interview Date:**

|  |  |  |
| --- | --- | --- |
| **Criteria** | **Scores (1-5)** | **Comments (please justify your scores)** |
| **Motivation** |  |  |
| **Past research quality** |  |  |
| **Relevance of education & experience** |  |  |
| **Skills** |  |  |
| **Personal attributes** |  |  |
| **English proficiency** |  |  |
| **Other comments, if any** |  |  |
| **Total (0-30)**  These scores are not binding and should only be used to assistyour decision**.** |  |  |

**Recommendation:**

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| --- | --- | --- |
| Strongly support | Support | Reject |
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