

## Criteria for Evaluation and Selection of the Applicants to the GABBA Program

The selection process to gain access to the interviews consists in the analysis of the candidate's curricula, being considered eligible only those with a minimum mark of 14 values (out of 20) or equivalent in University degrees prior or after the Bologna Process. Candidates should be fluent in English.

For the selection and ranking of the candidates following the interview, the analysis of the CV has a weight of 20%, of which 10% correspond to the university marks (B.Sc. and M.Sc. or equivalent), and 10% to the scientific productivity of the candidate. The analysis of the curricula is given by a mark between 0 (minimum) and 20 (maximum).

The interview, either in person or by videoconference, has a weight of 80%. The four criteria considered are:

- a) scientific knowledge, both general and specific in the field of studies of the candidate;
- b) analytical evaluation and discussion of the scientific work performed to date. Self-critical analysis of strong and weak points, and projection into the future (plans and aspirations);
- c) motivation, initiative and originality;
- d) general knowledge, and interaction between science and society.

These criteria points are evaluated as “Satisfactory” or “Non-satisfactory”, and candidates having at least one Non-satisfactory assessment are excluded. The analysis of the interview is given by a mark between 0 (minimum) and 20 (maximum).

For the final selection, the applicants are ranked according to the marks obtained in the CV analysis and Interview, and those candidates with the highest marks will be offered a place in the GABBA course.