

Group leader evaluation criteria at BRIC

The main evaluation criterion in the recruitment of JGL/GL at BRIC is scientific excellence: the evidence of production of high-quality, frontline research, an ambitious and visionary research plan, recognition of the applicant's international standing in, and societal impact on their field. Further, the importance of the field of work for the scientific portfolio of BRIC is a priority. Alongside the applicant's research performance, plans for future research, capability of attracting competitive funding, leadership skills, organisational contribution, teaching qualifications, pedagogical competencies and supervision skills will be evaluated. All six areas will be evaluated in relation to the seniority of the applicant. The evaluation and hiring committee will consider the following aspects in relation to the specific job description.

Category 1:

The applicant's **research performance** with respect to originality, transformative potential, focus and relevance. The applicant's **standing in the international scientific community and societal impact**.

- The publication record of the applicant should demonstrate both scientific originality and sustained productivity. Numbers of publications are not prescribed and may vary depending on the nature of the field of research and level of experience. Although impact factors of journals can provide a useful guideline, the content, citations, impact of the research and candidate contribution – wherever published – will be of central importance for the evaluation.
- Additional research performance parameters, such as break-through discoveries advancing a scientific field, development of innovative technologies, creation of competitive niche, etc.

Aspects for consideration in determination of the applicant's *standing in the international scientific community*:

- Primary research papers.
- Prizes and awards.
- Participation in national and international scientific networks and conferences, with own contributions.
- Invitations to international meetings.
- Reviews and commentaries in journals.
- Other indicators e.g. organization of international meetings, participation in committees, councils and collaborations.

Aspects for consideration in determination of *societal impact of research*:

- Collaboration with private and/or public non-research organisations
- Generation and exploitation of knowledge that benefits societal development
- Experience of communicating research to relevant stakeholders, including e.g. funders, students, policy-makers, patient organisations etc.
- Contributions to popular science communication/citizen science/outreach activities

Category 2:

The applicant's **plans for future research** with respect to originality and novelty, potential to develop a research niche, focus, relevance for the field, feasibility, and synergy with BRIC.

Aspects for consideration:

- An articulated vision and strategy for the research
- Clear, focused and feasible short-term (five year) plan and long-term goals
- Network and collaborations in an international setting
- Clear BRIC synergy in terms of scientific field and expertise
- Foreseen collaborations at BRIC
- Technologies that would create synergy with research efforts at BRIC

Category 3:

The applicant's **experience of applying for, obtaining and managing external funds**.

Aspects for considerations:

- Successful in attracting external competitive research funding depending of level of experience.
- Potential to secure sufficient future competitive funding (to implement scientific vision).

Category 4:

The applicant's **leadership/management qualifications**.

Aspects for considerations:

- Successful in attracting qualified scientists and technicians. For candidates not holding a leadership position the potential/ambition to attract is evaluated.
- Experience with and ambition for supervision of PhD and postdoc fellows.
- Ambition to develop own academic leadership skills.
- Ability and ambition to inspire, manage, and develop staff.
- Ability and ambition to develop and secure a strong, open, and inclusive research group.
- Academic leadership tasks, e.g. research, course or programme management.

Category 5:

The applicant's **organisational contributions**.

The candidate should have ambition to co-create an active academic environment and be member of BRIC's formal forums, working groups and assessment committees.

Aspects of considerations:

- Ability to collaborate and build internal relationships.
- Engagement in or ambition to participate in institute committees and initiatives at institutional level.
- Establishing technology platforms.
- Contribution to courses and seminars.
- Responsibility for common institutional tasks and/or core facilities, etc.

Category 6:

The applicant's **teaching qualifications, pedagogical competencies and supervision skills**.

The candidate should have ambition to provide high-quality, research-based teaching in one or more disciplines and contribute to developing, organising and evaluating courses.

Aspects of considerations:

- Teaching portfolio (e.g. examination work, experience with practical course development, teaching, experience of supervising bachelor and/or master's degree students).
- Reflection on supervision, student recruitment etc.
- Reflection on teaching: teaching material, course responsible, lectures, summer schools.
- Teaching evaluations.
- Level of pedagogical and didactic skills (e.g. teacher training course – at UCPH you can develop your level of pedagogical and didactic skills after employment).