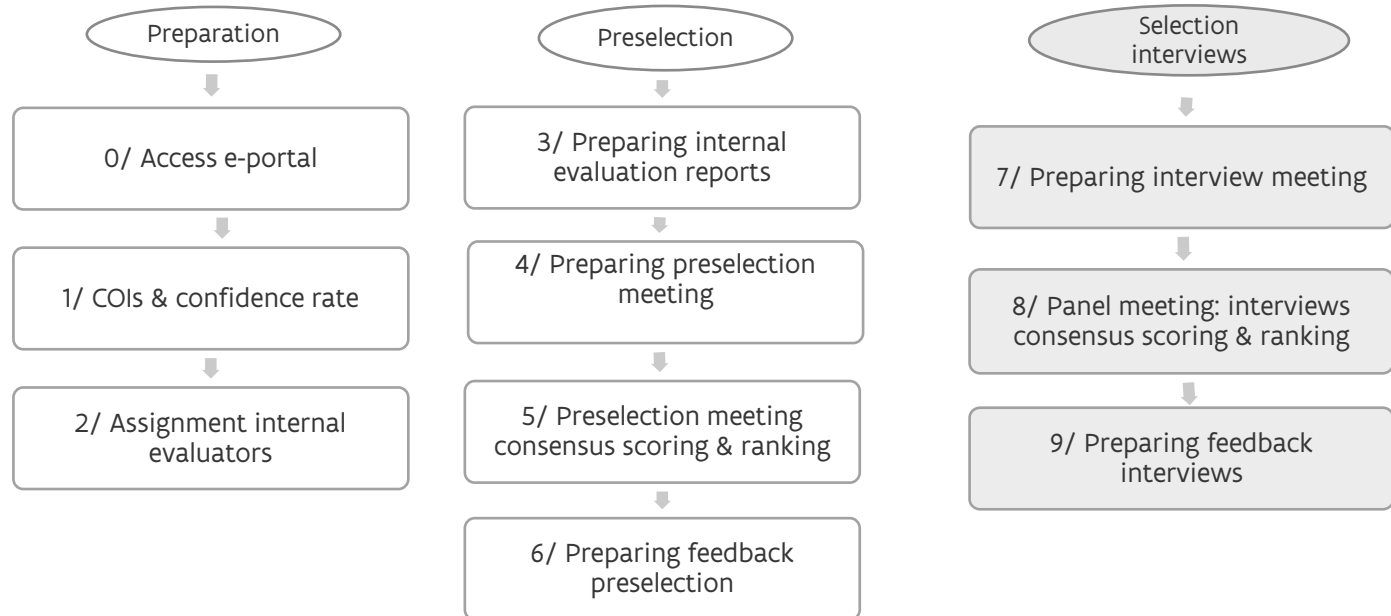


Preparing the interview meeting

PhD fellowships

FWO Instruction Clip

Overview:



Step 7/ Preparing the interviews FR

► Evaluation criteria **candidate** & **project**

Candidate / 50%

Phase 1 - preselection

- Study results (academic education)
- Motivation & relevant competences



Phase 2 - interviews

- Potential competence as independent researcher
 - × Knowledge about own research field
 - × Insight in project research approach and positioning
 - × Reasoning skills and critical mindset
 - × Motivation

Project / 50% - both phases

- Scientific quality, relevance and challenge, originality
 - × Originality/contribution state of the art
 - × Risks and challenges
- Quality research approach, feasibility
 - × Methodology
 - × Feasibility, risk mitigation



Prepare questions to gauge candidate's **(potential) competence** as an independent researcher (using questions on project as well)

0	1	2	3	4	5	6	7
Unacceptable	Weak	Fair/Reasonable		Good/Very good		Excellent/Outstanding	

Step 7/ Preparing the interviews SB

► Evaluation criteria **candidate**, **project** & **application potential**

Candidate / 50%

Phase 1 - preselection

- Study results (academic education)
- Motivation & relevant competences



Phase 2 - interviews

- Potential competence as independent researcher
 - × Knowledge about own research field
 - × Insight in project research approach and positioning
 - × Reasoning skills and critical mindset
 - × Motivation
- Potential competence as strategically thinking and innovation-oriented researcher
 - × Insight in strategic importance & positioning project
 - × Notions of economic landscape (IPR, players, innovations)

Project / 30% - both phases

- Scientific quality, relevance and challenge, originality
 - × Originality/contribution state of the art
 - × Risks and challenges
- Quality research approach, feasibility
 - × Methodology
 - × Feasibility, risk mitigation



Application potential / 20% - both phases

- Strategic importance research approach (relevance)
- Strategic importance for possible users (impact)



Prepare questions to gauge candidate's **(potential) competence** as an independent researcher (asking questions on project as well)

Step 8/ The interview meeting

▶ Course of the interview

→ Elevator pitch (5 min)

- Added value of the project
- Additional achievements (since submitting application)

→ Interactive discussion (Q&A- 15 min)

- Prepare questions – use score grid interview

→ Panel discussion and scoring (10 min)

- New consensus score (**criteria candidate**)
- Implicitly take into account findings preselection
- Use full range of scoring to distinguish clearly between candidates



Step 8/ The interview meeting

▶ End of session

→ **Finetuning scores and rankings (in consensus)**

→ **Assigning final status**

- Approved (direct allocation of grants)
- Wildcard (best remaining candidates -> considered for 10% of total grants)
- Rejected (below threshold score of 4)



Step 8/ The interview meeting

PHD FELLOWSHIP scoring descriptors criteria "Candidates" (Interview)						
1/1/1	1/1/2	2/1/1	2/1/2	3/1/1	3/1/2	4/1/1
Unsatisfactory	Weak	Fair/Reasonable	Good	Good/Very good	Very good	Excellent/Outstanding
During the interview, candidates are assessed on their relevance to research based on independent researcher with proven research skills and a proven record, knowledge and good insight and ability to identify the potential of candidates based on their research proposals or other research proposals, including their research proposals and potential of their research.						
1. Potential competence as an independent doctoral researcher (Researching skills and critical analysis, scientific knowledge and project management)						
The candidate is assessed on the basis of the following line items:						
1. Lack of the relevant question	2. Research skills are relevant with those required of a doctoral researcher, showing depth and critical analysis and the ability to identify the potential of the research proposal.	3. Research skills are relevant with those required of a PhD researcher, showing depth and critical analysis and the ability to identify the potential of the research proposal.	4. Research skills are relevant with those required of a PhD researcher, showing depth and critical analysis and the ability to identify the potential of the research proposal.	5. Research skills are relevant with those required of a PhD researcher, showing depth and critical analysis and the ability to identify the potential of the research proposal.	6. Research skills are relevant with those required of a PhD researcher, showing depth and critical analysis and the ability to identify the potential of the research proposal.	7. Research skills are relevant with those required of a PhD researcher, showing depth and critical analysis and the ability to identify the potential of the research proposal.
1. The candidate has sufficient knowledge of the research area to identify the potential of the research proposal.						
2. The candidate has sufficient knowledge of the research area to identify the potential of the research proposal.						
3. The candidate has sufficient knowledge of the research area to identify the potential of the research proposal.						
4. The candidate has sufficient knowledge of the research area to identify the potential of the research proposal.						
5. The candidate has sufficient knowledge of the research area to identify the potential of the research proposal.						
6. The candidate has sufficient knowledge of the research area to identify the potential of the research proposal.						
7. The candidate has sufficient knowledge of the research area to identify the potential of the research proposal.						

► Q&A: Interactive discussion

- Cover all sub-criteria & use score grid
- Thoroughly challenge the candidate
 - Test knowledge of state of the art on own topic and beyond
 - Non-specialist questions: test critical mindset/positioning ability
 - Gauge candidate's plans to cover lack of certain expertise
 - SB: strategic importance of the project & socio-economic landscape
- Debate may be pleasant, encouraging and (gently) provoking



► Treat candidates fairly...

- See FWO guidelines for candidates
- Consider their stress



Step 9/ Preparing feedback



Internal evaluation reports /
feedback reports

▶ Add value! (concise & meaningful feedback)

▶ Steps

- Edit/update preselection feedback template with findings interview
- Integrate panel insights/comments after interview
- Reflect final panel consensus decision
- Substantiate scores -> score grid interview
 - × Consensus scores interview added by e-portal

▶ Feedback format (per criterion)

- Strengths, weaknesses, suggestions for improvement **AND** interview findings

▶ When?

- Submit one week after panel meeting

Further reading and contact



▶ More information about:

- [The FWO](#)
- [Our expert panels](#)
- [Our funding programmes](#)



▶ Contact

- [Your account administrator](#)
- expert@fwo.be
- [Management and staff](#)