

Each PULSE Evaluator assigned to review a written proposal or interview must commit to:

- Fulfill the evaluation process according to the given [Timeline and Evaluator guidelines](#).
- Carefully consider all evaluation criteria before scoring each proposal or interview.
- Carefully review the shared materials (documents and evaluator webinar on April 11), as they contain essential information for the evaluation process. (Webinar [published here](#) afterwards)
- Assuring that their level of competence is sufficient for evaluation of the assigned proposals.
- Participating in online interview(s) (if any)
- Submitting the scoring and result for the evaluated proposal(s) and online interview(s) (if any) in the system Anubis.
- Analysing and reporting on whether ethical approval is required for the project or not, regardless of the applicant's self-declaration on this.
- **Diversity and Inclusion:** PULSE is committed to welcoming exceptional postdocs regardless of age, ethnicity, gender, disability, origin (social or national), religion, sexual orientation, language, political opinion, or economic condition. Evaluators must ensure that all applicants are treated fairly and equally.
- **Conflict of Interest:** Evaluators shall declare any conflict of interest related to their allocated proposals. The declaration is done in the application system Anubis before starting the review process. If conflict of interest is declared, the Evaluator will not be able to review the application, and may instead be assigned to review other proposals.
- **Unconscious Bias and Consistency:** Evaluators should be aware of the potential risk for any unconscious bias and how this may impact their review. Evaluators shall consistently apply the same standard of assessment to all written proposals that are allocated to them for review, and the interviews they partake in.
- **Confidentiality:** Evaluators must maintain the confidentiality of all application materials. The PULSE review process is carried out under confidentiality to protect the work and research ideas proposed by the applicants. The Evaluators shall therefore maintain the confidentiality of applications and reviews. This means that all material is confidential and shall be treated as such. The Evaluator may not discuss evaluation matters with anyone, including applicants, colleagues or other experts before, during or after the review. After the review process, all documents, whether paper or electronic, shall be returned to SciLifeLab Operations Office (via pulse@scilifelab.se), destroyed or deleted.
- Following the [SciLifeLab Code of Conduct](#) throughout the entire evaluation process.