Proposal number:_____   Date and time: _____   Evaluator's name: _____

Criteria to be scored in Anubis after the interview	Example questions	Notes
Interview 1, Project and career: Score the applicant's presentation of past research	What do you consider to be the most important finding from your PhD studies? Please place this in context and consider providing an example of how you have uniquely contributed to the field.	
Interview 1, Project and career: Score the applicant's presentation of proposed project	Place your research plan in context to the field: - Does the project represent a novel approach? - Would you say that what you are attempting to do is innovative? Would you characterize it as bold? - How do the aims of your research plan compare with the efforts of others in the field? - What do think will be the lasting impact of your work if you succeed?	
Interview 1, Project and career: Score the discussion regarding "Preparedness for research questions proposed"	How did you decide on this project? What SciLifeLab technical infrastructures will you need or anticipate needing? Are there any anticipated technical difficulties that will need to be solved? Please explain and provide how you plan to approach solving them. Briefly describe what being a PULSE Postdoctoral Fellow means to you and achieving your long-term professional goals. What do you think about when not thinking about your science?	
Interview 1, Project and career (ENTREPRENEURIAL TRACK applicants): Score the discussion regarding "Innovation potential of proposed project"	How well does your proposal meet a demand for better technologies within the pharma/biotech industry? Is your solution sufficiently attractive to get the required investments to build a company or to license the technology? What are the competitive technologies today? Is there a market, i.e. users that are willing to pay for your technology?	
Interview 1, Project and career (ENTREPRENEURIAL TRACK applicants): Score the discussion regarding "Potential for advancing the proposed project from technical readiness level (TRL) 1-2 up to TRL 3-6 (exploitation of the DDD research infrastructure and partner testbeds)"	Do you have experimental proof of concept for your technology? How do you develop and validate your technology - what are the key data to generate? Can you validated your technology at SciLifeLab DDD? Can you validate your technology in the industrial environment at your industrial partner of choice?	

Interview 1, Transferable skills: Motivation to increase knowledge in transferable skills.	**Explain** a situation when you realized the need to enhance a particular transferable skill and **describe the steps** you took to accomplish this improvement. What did you learn from this experience? **Illustrate** how you have integrated the development of transferable skills such as e.g working with others, communication, and open science with your research objectives. Can you provide a specific instance where this integration was particularly successful? **Evaluate** the significance of various transferable skills such as communication, self management, open science in the context of life sciences leadership. How do you intend to strategically develop these during the PULSE program?	
Interview 1, Transferable skills: Score the applicant's declared skills in "Leadership and problem-solving capacity"	**Describe** an experience where you assumed a leadership role within a research context. **Apply** your understanding of group dynamics to analyze how your leadership influenced the project's outcome. Recall a complex problem that emerged during your research and **discuss** the methods you applied to generate a novel solution. What was the impact of your problem-solving on the project's success? **Demonstrate** your approach to encouraging and guiding your peers or team members in a research setting. How have you applied leadership theories or techniques to foster a productive environment?	
Interview 1, Transferable skills: Score the applicant's oral English language proficiency (ability to communicate and express themselves).		

Scoring

Each criterion should be scored 0-5, according to descriptions in the table below. Evaluators should provide brief feedback comment, describing the scoring. The summary score and feedback comment will be communicated to the applicants after each selection step.

0	**Insufficient.** The proposal cannot be assessed due to missing or incomplete information.
1	**Poor.** The criterion is inadequately addressed, or there are serious inherent weaknesses.
2	**Fair.** The proposal broadly addresses the criterion, but there are significant weaknesses.
3	**Good.** The proposal addresses the criterion well, but a number of shortcomings are present.
4	**Very good.** The proposal addresses the criterion very well, but a small number of shortcomings are present.
5	**Excellent.** The proposal successfully addresses all relevant aspects of the criterion; shortcomings, if any, are minor.