

Report of the IFISC Selection Committee

The personnel selection committee of the IFISC met on September 20, 2018, to initiate the evaluation process for candidates that applied to the 2018's call for Pre-doctoral contracts. The members of the committee, as established in the María de Maeztu Unit of Excellence, are: Claudio Mirasso (head of the commission, P.I of the María de Maeztu Unit of Excellence), Ingo Fischer (co-P.I. of the María de Maeztu Unit of Excellence), Maxi San Miguel (Director of IFISC), Emilio Hernández-García (Deputy Director of IFISC), David Sánchez (Researcher 'Garante' María de Maeztu Unit of Excellence), Inmaculada Carbonell (IFISC Manager).

A total of 53 candidates applied, originating from 15 different countries (Spain, UK, Greece, Germany, Austria, Italy, Iran, Tunisia, Morocco, Venezuela, Pakistan, Philippines, Cameroon, Luxembourg, and Nigeria).

The evaluation took place in two rounds. In the first round, a short list of 10 candidates was selected based on the following criteria:

- Scientific and academic excellence: Scientific activity and academic record
- Academic / scientific mobility
- Gender balance
- Moreover, it was positively evaluated, if the candidate completed her/his master degree after January 1, 2017.

Each preselected candidate was interviewed by his/her potential supervisor and a member of the selection committee. On October 4th, after the interviews were completed, the selection committee met again to agree on the ranking for the final list. The following additional criteria were also considered:

- Personal assessment of the interview
- Motivation to develop her/his thesis at IFISC