

Instructions for evaluation

The following criteria are evaluated on a scale from 1 to 5, with 1 indicating that the criterion is inadequately addressed or suffers from serious inherent weaknesses and 5 indicating that the criterion is addressed in all relevant aspects, and that there are no shortcomings. **Below we provide guidelines for grades 1, 3, and 5, but you may use the full scale to assess the applicant.**

If you have any comments, you may add them in the comment section under “**Overall rating**”.

Some of the applicants may have already started their doctoral work and are thus more advanced in their project. Please take this, as well as possible career breaks, into consideration when assessing the applicants. The target completion time of a doctoral degree at the University of Helsinki is four years of full-time work.

1. The research plan exhibits scientific excellence. Consider especially (a) innovativeness and originality of the research, (b) scientific significance of the research, (c) suitability of the research methods and data, and (d) scientific and social impact.

1 Poor. The scientific quality of the research plan is inadequately addressed or there are serious inherent weaknesses.

3 Good. The research plan demonstrates scientific quality well, but a number of shortcomings are still present.

5 Excellent. The research plan demonstrates a high level of scientific quality in all relevant aspects. There are no shortcomings.

2. The research plan is feasible within the four-year timeframe. Consider especially (a) scope of planned research, (b) accessibility of data, (c) preliminary timetable, and (d) supervision plan.

1 Poor. Feasibility is inadequately addressed in the research plan and the supervision plan. The preliminary timetable is vague or unrealistic.

3 Good. The research plan and the supervision plan demonstrate that the project can be completed in four years, but a number of shortcomings are still present.

5 Excellent. The research plan and supervision plan demonstrate a high likelihood that the project can be completed in four years. There are no shortcomings.

3. Suitability of and success in previous studies, other research skills and experience. Consider especially the CV and certificates of previous degree and/or transcript of records. If the applicant has already started their doctoral research, please consider the acquired knowledge and skills against that background.

1 Poor. Previous studies or other skills and experience do not provide a sufficient basis for the doctoral research. Success in previous studies is poor.

3 Good. The applicant possesses appropriate knowledge and skills for the doctoral research with some shortcomings. Success in previous studies and/or other research skills and experience is average.

5 Excellent. Previous studies and other research experience create a firm background for the doctoral research. Success in previous studies and other research experience is excellent.

4. The applicant possesses a strong motivation and demonstrates the ability to complete their dissertation within four years. Consider the motivation letter, especially the question: “Briefly

describe your studies, work, and other experiences so far. Additionally, provide examples that demonstrate how your history reflects your ability to successfully complete your dissertation within four years.” Additionally, you may review the applicant’s CV and transcript of records. If the applicant has already started their doctoral studies, you may assess how the doctoral research has advanced so far.

1 Poor. The candidate has not answered the question. The candidate's answer, CV, and previous certificates do not demonstrate adequate ability to complete the dissertation in four years.

3 Good. The candidate describes their own abilities and motivation well. The candidate has given credible examples to demonstrate their ability.

5 Excellent. The candidate's answer shows strong self-reflection of their abilities, commitment and motivation. The candidate's examples and previous history demonstrate ability and strong commitment to completing tasks on schedule.