

GW4 Clinical Academic Training (GW4-CAT) Programme Guidance for Scoring Applications

Purpose: To score applications in order to generate a shortlist of candidates to invite to interview.

General background

The Wellcome Trust funded GW4-CAT Programme looks to train up to five outstanding medical, veterinary or dental graduates per cohort; in some of the very best research environments that Bristol, Cardiff and Exeter can offer. We are looking to shortlist the most outstanding candidates, irrespective of their professional background, clinical discipline, or likely host organisation, for entry into a combined Clinical Academic Training programme. The key is to appoint candidates with the greatest research potential who will benefit most from a three-year training period outside their comfort zone. All applications should therefore be reviewed with a focus on their research potential and motivation for moving into a long-term clinical academic career setting.

The application scoring process is completed blind, therefore any information regarding gender, age and ethnicity is removed to reduce any unconscious bias. If you have not previously undertaken unconscious bias training, then please do so now before you undertake the scoring process (this can be done on-line through your organisations).

Applicants are not expected to have named a supervisor or provided a project at this stage (this will be undertaken in consultation with GW4-CAT Directors after appointment). However, their background and future plans should at least stand to benefit from a training with one of the supervisors named in the application funded by the Wellcome Trust. Please familiarise yourself with this list, which can be found at:

<http://gw4-cat.ac.uk/supervisors/>

All members of the GW4-CAT Management Group are asked to participate in scoring applications. A shortlisting meeting will then be held where the Director and Co-directors will review the collated scores and agree the shortlist of candidates to be invited to interview. The interview will be conducted by a panel selected from a subset of Management Group members, with the addition of an external advisor.

Assessment criteria

When providing a single score (between 0 and 10 with 10 as highest), please consider the following criteria:

The applicant

- Has the applicant demonstrated evidence of, or potential for, becoming a high-calibre researcher (an intercalated degree, publications, audits, prizes, or other factors of esteem relevant to research)?

- Would their CV, with additional experience gained through the GW4-CAT, provide a good foundation for someone applying for an Academic Clinical Lectureship (medics/dentists) or Residency (vets)?
- Is the motivation of the applicant for undertake training within GW4-CAT convincing in terms of their future career ambitions?
- Does the applicant demonstrate the potential to become independent as a research scientist in the future?

Research

- In your view, would the candidate benefit from research training with one of the named GW4-CAT supervisors?
- Can you identify suitable potential supervisors from this list? (<http://gw4-cat.ac.uk/supervisors/>)
- To what extent has the candidate already made efforts to receive research training, even if only in their spare time?

Clinical qualification

- Because this is a run-through scheme, to be appointed to GW4-CAT a candidate must have a clinical qualification that would allow them to practice in the UK. Please confirm that this is the case.

Scoring

Please use the following scheme in your scoring (use the full 0-10 scale range and only use whole numbers):

- 9-10 **Outstanding.** Addresses all the main qualities and plenty of evidence indicating the potential to be an outstanding clinical academic in the long-term and that a GW4-CAT fellowship will help build this. Appointable with high priority.
- 7-8 **Excellent.** As per above, addresses most of the main qualities but has some minor gaps in research experience and/or evidence of ambition or future potential. Appointable.
- 6-7 **Very good.** Has the potential to succeed but has some shortcomings and gaps that would need to be probed carefully at interview. Likely to be appointable.
- 4-5 **Average.** Less strong research track record and motivation for using the opportunity of a GW4-CAT fellowship very much less clear than other candidates. Not appointable.
- 3-4 **Weak.** Some areas of strength in research and/or little evidence of motivation for doing a PhD. Poor case generated that a PhD would lead to a long-term and outstanding clinical academic career. Definitely not appointable.
- 1-2 **Very poor.** Little or no prior research experience and/or evidence that undertaking a PhD will lead to a sustainable and excellent clinical academic career. Definitely not appointable.
- 0 **Does not meet any of the basic criteria** (e.g. does not have a relevant clinical qualification).