



Notice of the Call

Call for PhD Research Scholarships – 2021

The UNINOVA – Instituto de Desenvolvimento de Novas Tecnologias / Institute for the Development of New Technologies opens a Call for granting **three (3)** PhD Scholarships (BD), from now on designated as PhD research grants, complying with the provisions of the FCT Regulation for Studentships and Fellowships (RBI) and the Research Fellowship Holder Statute (EBI).

The Scholarships will be financed by the FCT - Fundação para a Ciência e a Tecnologia in the scope of the Collaboration Protocol for Financing the Multi-Year Plan for Research Grants for Doctoral Students, signed between the FCT and the R&D Unit n^o 66 – Centro de Tecnologias e Sistemas (CTS) / Centre of Technology and Systems (CTS), in the following TEN (10) major scientific areas covered by CTS - Centre of Technology and Systems:

- Micro-nano Electronics Design
- Micro Electronics, Materials and Process
- Reconfigurable and Embedded Systems
- Signal Processing and Communications
- Energy Efficiency
- Intelligent Control and Decision Support Systems
- Computational Intelligence
- Collaborative Networks and Distributed Systems
- Interoperability and Complexity Systems
- Robotics and Automation Systems

1. APPLICATION SUBMISSION

The call is open from **October 19th until 3st November, 2021, 5:00 pm (Lisbon time)**.

Applications and all the supporting documents provided in this Notice of the Call, **must be submitted online, obligatorily** to the following e-mail: <u>research@uninova.pt</u>.

Applications submitted by other means will not be accepted.

Each applicant may submit one application only, under penalty of cancellation of all applications submitted.

Providing false declarations or committing acts of plagiarism by applicants leads to the exclusion of the application without prejudice of taking other corrective and punitive disciplinary measures.





Aiming to support advanced training, PhD studentships will be granted to applicants that fulfill the requirements to join a study cycle that allows to obtain a PhD degree and that wish to develop research work that allows obtaining that degree.

2. TYPE AND DURATION OF SCHOLARSHIPS

The doctoral research grants are intended to finance the realization, by the grantee, of research activities leading to the attainment of the academic degree of doctor in Portuguese universities.

he research activities leading to the attainment of the academic degree of doctor will take place in the **R&D Unit nº 66 - Center for Technologies and Systems (CTS)**, which will be the host institution for the scholarship holders, without prejudice to the work that can be carried out in collaboration between more than an institution.

The work plan may take place in full or in part at a national institution (scholarship in the country or mixed scholarship, respectively).

The duration of the scholarships is, as a rule, annual, renewable up to a maximum of four years (48 months), and scholarships cannot be awarded for a period of less than 3 consecutive months.

In the case of a mixed scholarship, the period of the work plan that takes place in a foreign institution cannot exceed 24 months.

3. SCHOLARSHIP RECIPIENTS

The PhD Research Scholarships are intended for registered candidates or candidates who meet the necessary conditions to enroll in a Doctoral Program, and who wish to develop research activities leading to the attainment of the academic degree of Doctor in the **R&D Unit nº 66 - Technology and Systems Center (CTS)**, or host institutions associated with it.

4. ADMISSIBILITY

4.1. Candidate's Admissibility Requirements

Can apply for this call:

- National citizens or citizens of other Member States of the European Union;
- Citizens of third States;
- Stateless;
- Citizens who are beneficiaries of political refugee status.





To apply for the PhD Research Scholarship it is necessary to:

- 4.1.1. The recipients of these scholarships are candidates that demonstrate a minimum classification of 14 (fourteen) values (out of 20), resulting from the weighted average (3/5 BSc degree + 2/5 master's) of the final classification of degree and master's degree or, alternatively, the final classification of the classification of integrated master's (cycle of studies with, at least, 300 ECTS credits) and who intend to obtain the academic degree of Doctor;
- 4.1.2. Not to have benefited from a PhD or a PhD in industry scholarship directly funded either by FCT of by any other Institution/Entity, regardless of its duration;
- 4.1.3. Permanently and habitually reside in Portugal at the start date of the work plan period abroad, if the work plan proposed for the scholarship includes a period in foreign institutions (mixed scholarships), a requirement applicable to both nationals and citizens foreign;
- 4.1.4. Not holding a Doctor's degree.

4.2. Scholarship's Admissibility Requirements

It is essential, under penalty of non-admission to the Contest, to attach the following documents to the application:

- a) Documents proving that the candidate meets the required conditions, namely certificates of qualifications of the academic degrees obtained, with final average and with the ratings obtained in the various curricular units, as well as, if applicable, supplement(s) to the diploma(s). It is mandatory that all certificates and/or diploma(s) must have been officially recognized by a Portuguese University¹. Hence, in case of presentation of foreign certificates, the applicant should:
 - *i*) indicate that the degree has been obtained abroad;
 - send, together with the application, the registration of the recognition of the academic degree/equivalence certificate and the conversion of the grade to the Portuguese classification scale issued by a Portuguese public higher education institution or by the DGES;
- b) Curriculum Vitae (CV) of the candidate, with the e-mail address for receiving notifications within the scope of the grant award process and with the ORCID. All indicators (scientific papers, communications, book chapters, books, etc.) referred to in the CV and the respective tests must be accessible via the

¹ - Recognition of foreign academic degrees and diplomas, as well as the conversion of the final classification to the Portuguese classification scale can be requested at any public higher education institution or at the Directorate-General for Higher Education (DGES, only in the case of automatic recognition). Regarding this matter, it is suggested to consult the DGES portal at the following address: http://www.dges.gov.pt.





internet (the DOI must always be indicated for each individual curricular piece listed on the CV);

- c) Candidates are required to **submit a Letter of Motivation** (maximum of one A4 page), **written in English**, in which they explain the reasons why they intend to enter the PDEEC doctoral program and both the chosen research topic and its contextualization within the two selected scientific research areas of CTS;
- d) Activity (Work Plan) to be developed (<u>maximum of three A4 pages</u>), prepared in English;
- e) Indication of the supervising (guidance) team (name, and academic function), namely, the **TWO** (co-) CTS Advisors who will supervise the PhD work;
- f) Declaration, under the commitment of honor, signed by the candidate, on how he/she will carry out his/her scholarship functions under an exclusive dedication regime, under the terms established in article 5 of the EBI bylaws;
- g) Applications that do not present the documents in a timely manner, under the terms of paragraphs a) to f) of point 5, and, when applicable, in accordance with the provisions of this Notice, will be excluded. Applications that exceed the page limits indicated in paragraphs c) and d) of point 5 will also be excluded.

5. WORK PLAN AND SCIENTIFIC GUIDELINES FOR THE SCHOLARSHIPS

The Work Plan will be developed by the candidate himself, and this activity plan is one of the admissibility requirements for the candidacy.

6. CRITERIA EVALUATION AND BONUS

- 6.1. The evaluation of the applications considers the candidate's merit, the plan of activities (Work Plan) to be developed and a final interview, **in accordance with Annex I** of this Notice;
- 6.2. All admitted applications must be graded from zero (0.00, minimum) to five (5.00, maximum) in each of the three evaluation criteria;
- 6.3. Candidates will be ranked according to the weighted average of the classification obtained in each of the three criteria, according to the following weighting: 60% merit of the candidate (A); 30% merit of the Work Plan (B); 10% merit of the final interview (C), translated by the following formula:

Final Grade = (0,60**A*) + (0,30**B*) + (0,10**C*)





- 6.4. For tiebreaking purposes, the final ranking list will be based on the scores assigned to each of the evaluation criteria in the following order: Criterion A (Merit of the Applicant), Criterion B (Merit of the Work Plan) and Criterion C (Merit of the final interview);
- 6.5. Grades in any of the evaluation criteria shall be awarded with two decimal digits. Values resulting from the application of formulas shall be rounded to the second decimal digit using the following rule: when the third decimal digit is equal to or greater than 5 (five) it shall be rounded in excess; if lesser, the value of the second decimal digit shall be upheld;
- 6.6. Applicants whose **application is scored with a final grade lower than 3.00 are not eligible** for studentship granting;
- 6.7. After the final evaluation and classification process, of the **three** (3) scholarships available, no more than one scholarship will be awarded for the same scientific area. **This restriction is mandatory.**

Important notice for candidates with degrees issued by foreign higher education institutions:

• Applicants with diplomas issued by foreign higher education institutions can apply and will be evaluated with the same criteria as candidates with diplomas issued by Portuguese institutions, provided that they present, in their application, proof of recognition of academic degrees and conversion of classification end of the Portuguese rating scale under the applicable legislation.

• Applicants with recognized foreign diplomas who do not present proof of conversion of the final classification to the Portuguese classification scale will be evaluated with the minimum classification (**zero** points) in the sub-criterion (A1).

• In any case, scholarship contracts with candidates with diplomas issued by foreign institutions will only be signed upon presentation of proof of recognition of academic degrees and conversion of the final classification, as indicated above.

7. EVALUATION

The evaluation panel (jury) responsible for the selection has the following composition:

Effective Members:

- Dr. José Barata Faculdade de Ciências e Tecnologia / UNL (panel coordinator)
- Dr. Manuel Ortigueira Faculdade de Ciências e Tecnologia / UNL
- Dr. João Goes Faculdade de Ciências e Tecnologia / UNL
- Dr. Ricardo Gonçalves Faculdade de Ciências e Tecnologia / UNL
- Dr. João Martins Faculdade de Ciências e Tecnologia / UNL

Redundant Members:





- Dr. Luís Gomes Faculdade de Ciências e Tecnologia / UNL
- Dr. Luís Oliveira Faculdade de Ciências e Tecnologia / UNL

The evaluation panel will analyze applications considering the evaluation criteria disclosed in the Notice of the Call, considering all the appreciation elements.

All panel members, including the coordinator, commit to respecting a set of responsibilities essential to the assessment process, such as the duties of impartiality, the declaration of any potential conflict of interest situations and confidentiality.

At all times during the evaluation process, confidentiality is fully protected and ensured in order to guarantee the independence of all opinions produced.

For each application, a final evaluation form will be produced by the panel, in which the arguments that led to the classifications attributed to each of the evaluation criteria and sub-criteria [if applicable] are presented in a clear, coherent and consistent manner, also explaining any bonuses attributed. [if applicable].

Minutes will be produced from the meetings of the evaluation panel, under the responsibility of all its members.

The minutes and their attachments must include, obligatorily, the following information

• Name and affiliation of all evaluation panel members;

• Identification of all excluded applications and their respective reasons [if applicable];

• Methodology adopted by the panel for cases considered to be particular [if applicable];

• Final Assessment Forms for each candidate;

• Provisional ranking and ranking list of candidates, in descending order of the final ranking, of all applications evaluated by the panel;

• CDI statements from all panel members;

• Possible delegations of votes and powers due to justified absence [if applicable].

8. DISCLOSURE OF RESULTS

The results of the evaluation are disclosed within 60 working days from the end of the application submission period, by notification of the candidates, made by email.

The results will be also published on the UNINOVA website.





9. TERMS AND PROCEDURES FOR PRIOR HEARING, CLAIM AND APPEAL

After communicating the provisional list of the results of the evaluation, the candidates have a period of 10 working days to express their opinion during a prior hearing of interested parties, pursuant to articles 121 et seq. of the Code of Administrative Procedure.

The final decision will be rendered after the analysis of the statements presented during a prior hearing of interested parties. A complaint may be filed against the final decision within 15 working days, or, alternatively, an appeal may be filed within 30 working days, both counting from the respective notification. Candidates who choose to submit a complaint must address their statement to the member of the Board of Directors of the FCT with delegated competence. Candidates who choose to present an appeal must address the same to the FCT Board of Directors.

10. SCHOLARSHIP GRANT REQUIREMENTS

Research grant contracts are signed with the FCT.

The following documents must be sent, when the grant is granted for the purpose of contracting it:

- a) Copy of the civil, fiscal and, when applicable, social security² identification document(s);
- b) Copy of the qualification certificates of the academic degrees held;
- c) Presentation of the registration of recognition of foreign academic degrees and conversion of the respective final classifications to the Portuguese classification scale, if applicable;
- d) Work plan;
- e) Document proving enrollment and enrollment in the Doctoral Program identified in this Notice;
- f) Declaration of the supervisor(s) assuming responsibility for supervising the work plan, pursuant to article 5-A of the Research Fellowship Statute (draft statement to be made available by the FCT);
- g) Document attesting the candidate's acceptance by the institution where the research activities will take place, guaranteeing the necessary conditions for its proper development, as well as compliance with the duties provided for in article 13 of the Research Fellowship Statute (draft statement to be made available by the FCT);

² The availability of these documents can be replaced, at the candidate's option, by presentation in person at the funding entity, which will keep the elements contained therein that are relevant to the validity and execution of the contract, including the civil, fiscal and security identification numbers and the validity of the respective documents.





 h) Updated document proving compliance with the exclusive dedication regime (draft statement to be made available by the FCT);

The granting of the scholarship is still dependent on:

- the compliance with the requirements set out in this Notice of Opening;
- the result of the assessment;
- the absence of unjustified non-compliance with the grantee's duties under the previous grant contract financed, directly or indirectly, by the FCT;
- FCT budget availability.

The Failure to deliver any of the documents necessary to complete the grant contracting process, within 6 months from the date of communication of the decision to grant the grant conditional, implies the forfeiture of said grant and the closure of the process.

11. FINANCING

The payment of scholarships will start after the return, by the candidates, of the duly signed scholarship contract, which must take place within a maximum period of 15 working days from the date of receipt.

The grants awarded under this call will be financed by the FCT with funds from the State Budget and, when eligible, with funds from the European Social Fund, to be made available under the PORTUGAL2020, through, namely, the "Programa Operacional Regional do Norte" (NORTE 2020), "Programa Operacional Regional do Centro" (Centro 2020) and the "Programa Operacional Regional do Alentejo" (Alentejo 2020), or others that may be approved, in accordance with the regulatory provisions established for this purpose.

12. SCHOLARSHIP COMPONENTS

This scholarship includes, as the main components, the monthly maintenance allowance and the tuition fees.

The monthly maintenance allowance is defined in the table in annex 1 of the RBI.

All scholarship holders benefit from a personal accident insurance for research activities, supported by the FCT.

All scholarship holders can join voluntary social insurance, as long as they are not covered by any social protection scheme. The FCT ensures the charges resulting from this contribution under the terms and limits provided for in article 10 of the EBI.





13. PAYMENTS OF SCHOLARSHIP COMPONENTS

Payments due to the scholarship holder are made by bank transfer to the account identified by him/her and is made on the first working day of each month.

The payment of the enrollment, enrollment or tuition fees are made by the FCT directly to the national institution where the scholarship holder is enrolled or enrolled in the PhD.

The regulations that govern the award of the aforementioned scholarships do not dispense with the reading of the specific requirements of this open competition.

14. TERMS AND CONDITIONS OF PHD STUDENTSHIP RENEAWAL

The renewal of the studentship always depends on applicant's submission, within 60 working days prior to the renewal start date, of the following documents:

- a) Opinions issued by the supervisor(s) and by the host entity(ies) on the followup of the scholarship holder's work and the evaluation of his/her activities;
- b) Declaration issued by the supervisor(s) and by the host institution(s) attesting the work plan development and the evaluation of the respective activities;
- c) Declaration demonstrating the enrolment renewal in the study cycle leading to the doctoral degree.

15. INFORMATION AND ADVERTISING OF THE DESIGNED FINANCING

In all R&D activities directly or indirectly financed by the grant, namely, in all communications, publications and scientific creations, as well as theses, carried out with the support delivered in the grant, the mention of financial support from the FCT and the Fund European Social Program, must be expressed, namely through the "Programa Operacional Regional do Norte" (NORTE 2020), "Programa Operacional Regional do Centro" (Centro 2020) e do "Programa Operacional Regional do Alentejo" (Alentejo 2020). For this purpose, they must be inscribed in the documents referring to these actions as insignia of the FCT, MCTES, ESF and EU, according to the graphic norms of each operational program.

The dissemination of research results funded under the RBI must comply with the open access rules for data, publications and other research results in force in the FCT.

In all scholarships, and in particular in the case of actions supported by community funding, namely from the "FSE", monitoring and control actions may be carried out by national and community bodies in accordance with applicable legislation in this matter, existing by the supported scholarship holders the obligation to collaborate and provide the requested information, which includes carrying out surveys and evaluation studies in this area, even if the grant has already expired.





16. NON- DISCRIMINATION AND EQUAL ACCESS POLICY

UNINOVA promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

Pursuant to Decree-Law nr 29/2001 of 3rd February, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honor, their respective disability degree, type of disability and communication / expression means to be used during selection period on their application form, under the regulations above

17. APPLICABLE LEGISLATION

This contest is governed by this Opening Notice, by the FCT Research Grant Regulation, approved by Regulation No. 950/2019, published in the II Series of the DR of December 16, 2019, by the Research Fellowship Statute approved by Law No. 40/2004, of August 18, as amended, and by other applicable national and community legislation.

ANNEX I: EVALUATION CRITERIA

All admitted applications must be graded from zero (0.00, minimum) to five (5.00, maximum) in each of the three evaluation criteria:

Criterion A – Merit of the Applicant;

Criterion B – Merit of the Work Plan;

Criterion C – Merit of the Interview.

To decide the conditional granting of the PhD studentships, applicants will be ranked according to the weighted average of the score obtained in the three criteria, following the relative weighting of: **60%** Merit of the Applicant (A); **30%** Merit of the Work Plan (B); **10%** Merit of the Interview (C), converted into the following formula:

Final grade = $(0.6 \times A) + (0.3 \times B) + (0.1 \times C)$





For tiebreaking purposes, the final ranking list will be based on the scores assigned to each of the evaluation criteria in the following order: criterion A (Merit of the Applicant), criterion B (Merit of the Work Plan) and criterion C (Merit of the Interview).

Grades in any of the evaluation criteria shall be awarded with two decimal digits. Values resulting from the application of formulas shall be rounded to the second decimal digit using the following rule: when the third decimal digit is equal to or greater than 5 (five) it shall be rounded in excess; if lesser, the value of the second decimal digit shall be upheld.

Applicants whose **application is scored with a final grade lower than 3.00 are not eligible** for studentship granting.

Criterion A – Merit of the Applicant

The criterion A, Merit of the Applicant, which has a **60** % relative weight to the final score, is evaluated based on two sub-criteria:

A1. Academic career (reflecting the academic degree grades), with a relative weight of **70 %** in the Merit of the Applicant;

A2. Personal curriculum (reflecting the scientific and professional career, and academic career, when applicable, and applicant's motivation to pursue this study cycle), with a relative weight of **30 %** in the Merit of the Applicant.

The score awarded to criterion A is calculated applying the following formula:

Criterion A = $(0.7 \times A1) + (0.3 \times A2)$

Sub-criterion A1 – Academic Career

The academic career sub-criterion is calculated according to the final classification stated in the academic degree certificate, submitted in the application form: i) Graduate + Master / Integrated Master; ii) Graduate degree only; or iii) Master's degree only, following Table 1.

Table 1: Reference table to score the sub-criterion A1 – Academic career

Graduate + Master degrees (pre- or post-Bologna) or	A1 Score
Integrated Master degree (300-360 ECTS)	
≥ 18	5,00
17	4,50





16	4,00
15	3,50
14	3,00
≤ 13	0,00

Note: To calculate the score of sub-criterion A1, the prevailing grade is the one stated in the respective degree certificate(s). Certificate final grades presented with decimal digits shall be rounded to the third decimal digit using the following rule: when the fourth decimal digit is equal to or greater than 5 (five) it shall be rounded in excess; if lesser, the value of the third decimal digit shall be upheld. To calculate the arithmetic average between the graduate and master degrees' grades, the original grades indicated in the certificates (even if presented with decimal digits) shall be considered, rounding only the final grade average. If the degree certificate simultaneously shows, both the rounded and the decimal grades, the rounded grade shall be used.

IMPORTANT: In case no valid academic degree certificate is submitted, the subcriterion A1 will be scored zero (A1 = 0).

To apply the scoring system presented in Table 1 it is mandatory to submit, in the application form, the following documents:

a) Academic degree certificates, indicating the final grade and, if possible, the final classification of the disciplines completed. Applicants with post-Bologna education shall present both 1st and 2nd study cycles academic degree certificates or an integrated master certificate, while applicants with pre-Bologna education should present the graduate and/or master's degree certificates. It should be noted that a certificate of curricular units does not substitute the submission of a degree certificate including the degree's final grade required to the sub-criterion A1 calculation.

b) In case of **foreign academic degrees**, and to guarantee the application of the principle of equal treatment to applicants with national and foreign academic degrees, **it is mandatory to submit the recognition** of such degrees and **the conversion of the respective final grade to the Portuguese grading scale**.

The recognition of foreign academic degrees and diplomas, and the conversion of the respective final grade to the Portuguese grading scale, can be issued by a Portuguese public higher education institution, or by the Directorate General for Higher Education (*Direção Geral do Ensino Superior*, DGES). FCT suggests visiting the DGES portal at https://www.dges.gov.pt/en.

For the application of **Table 1**, the following must be considered:

a) The final grade average of "graduate + master" degrees, in a pre- or post-Bologna academic path, is the result of the simple arithmetic average of the final grade obtained in the 1st cycle (180 ECTS)/graduate degree and the final grade obtained in the 2nd cycle (90-120 ECTS)/master degree, by applying the following formula:





Final score average (graduate + master's degrees) = $3/5 \times (1st cycle final grade (graduate degree)) + <math>2/5 \times (2nd cycle final grade (master)).$

b) In case of integrated master degrees whose institutions do not issue separate certificates for 1st and 2nd cycles' final grades, the final grade indicated in the degree certificate should be considered (300-360 ECTS).

c) When both integrated master degree certificate (300-360 ECTS) and a pre-Bologna or 2nd cycle degree certificate are presented, the final grade of **the integrated master degree is the one to be considered**.

e) When applicants submit more than one equivalent graduate and/or master degree certificate (with equivalent number of ECTS), the evaluation panel has to decide which of the equivalent academic degree is more adequate to the work plan and must thus be used to calculate the score of the academic career sub-criterion (A1). For instance, if an applicant submits a graduate degree certificate and more than one master certificate, the panel should consider the master's degree that is most suitable for the development of the work plan. However, if an applicant presents both an integrated master and a 2nd cycle degree certificates (without a graduate degree or a 1st cycle of studies), the panel must consider the integrated master's degree to calculate the academic career score, as previously indicated. The evaluation panel should consider the alternative submitted degree(s) in the assessment of sub-criterion A2, valuing applicant's personal curriculum. In any case, the criteria used by the panel must be explained in the respective evaluation reports and in the panel meeting report.

Sub-criterion A2 – Personal Curriculum and Motivation Letter

The assessment of applicants' personal curriculum should be performed in a holistic way, from a global vision of the merit of their scientific and professional career. In this analysis, the panel should **consider the academic results that were not included in the calculation of the sub-criterion A1 – Academic career** (only if the post-graduate academic degree certificates were submitted in the application form and, in case of foreign academic degrees, the respective recognition/equivalence), and the several dimensions of the curriculum that may demonstrate a relevant personal, scientific, and professional career.

The personal curriculum evaluation should also consider the **Motivation Letter**, namely the clarity with which the candidate identifies the reasons underlying her/his application, including, for example, the choice of the proposed work plan, as well as the scientific maturity shown.

The grade scored to this sub-criterion should therefore translate a global and integrated view of applicant's personal curriculum and should be described in a clear, detailed and consisted way.





Criterion B – Merit of the Work Plan

The Merit of the Work Plan criterion has a relative weight of **30** % and should be evaluated in an integrated manner, taking into consideration the following three sub-criteria:

B1 – Justified relevance of the object of study;

B2 – Scientific quality of the state of the art and the methodology of the Work Plan;

B3 – Feasibility of the work plan.

For sub-criterion B1, the evaluation should be based on the clear definition of aims and research questions, the potential contribution of the research project to the knowledge and progress of science and technology in the context of the Cyber-Physical Systems.

The assessment of sub-criterion B2 should be based on the relevance of the state of the art and the proposed research methodology, considering the clarity, consistency, and coherence, in accordance with internationally accepted standards.

For sub-criterion B3, evaluation should be based on the adequacy of methodologies to the tasks and aims proposed in the work plan and the respective planned deadlines as the total period expected to complete the project. If applicable, the risk assessment analysis should also be presented, by identifying the most critical points and the corresponding contingency measures to be adopted.

Criterion C – Merit of the Interview

The merit of the interview, the criterion with a weighting of **10 %**, is evaluated based on the result and quality of the interview, witnessed by at least 2/3 of the members of the jury, taking place in English.