

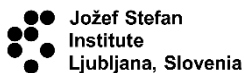


SQUASH

Slovenian Quantum Science Hub

postdoctoral program

Guidelines for the Online Interview



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Co-funded by
the European Union

This project has received funding from the European Union's Horizon Europe research and innovation programme under the Marie Skłodowska-Curie grant agreement No. 101177446.



REPUBLIC OF SLOVENIA
MINISTRY OF HIGHER EDUCATION,
SCIENCE AND INNOVATION

The program is co-funded by the Ministry of Higher Education, Science and Innovation of the Republic of Slovenia.

1. Structure of the Online Interview

1. Duration: The interview will last 40 minutes.
2. Agenda:
 - 15 minutes: Applicant's presentation
 - 15 minutes: Questions related to the project
 - 10 minutes: Assessment of the applicant's future potential

2. Objectives of the Interview

- Gain insight into the applicant's professional skills, educational background, and experience relevant with regard to the position.
- Evaluate the applicant's potential to contribute to the field and their suitability with regard to the interdisciplinary nature of the SQUASH project.
- Determine whether the applicant's project proposal raises any ethical issues and assess how these are being addressed.

3. Guidelines for Applicant's Presentation (15 minutes)

It is recommended that candidates prepare a PPT or similar presentation. The presentation should cover the following:

- **Description of the project proposed:** key goals and objectives.
- **Relevance with regard to the research field:** expected contribution to the research field and interdisciplinary relevance within SQUASH.
- **Work plan:** a step-by-step overview of how the project would be carried out.
- **Dissemination, communication, and outreach:** strategies for sharing results and engaging the interested community and stakeholders.
- **Exploitation activities:** plans regarding the application of the results of the project in a real-world context.
- **Ethical aspects:** identification of any ethical issues with regard to the project and an explanation of how such would be managed.
- **Career path:** the applicant's future career objectives and the manner in which they align with the project proposed.

4. Evaluation and Scoring

After the interview, the panel will:

- discuss the presentation and the applicant's qualifications;
- assign grades based on predefined criteria;
- provide a justification for their evaluation in a structured report.

5. Ethical Considerations

The panel will flag any ethical issues identified with regard to the project during the interview or in the process of written evaluation.

6. Interview Evaluation

The evaluation process is based on a set of criteria devised to assess qualities relevant with regard to the position. The evaluation score consists of two equally weighted components: **the project (50%)** and **the researcher profile (50%)**:

- The **project** is assessed on the basis of the applicant's presentation and the ensuing discussion, focusing on the scientific background, technical options, self-evaluation, and the applicant's broader vision.
- The **researcher profile** is evaluated in terms of expected career impact and demonstrated soft skills, including career path vision, motivation, entrepreneurial awareness, teamwork, communication, and outreach interests.

Project (50% of the total score)	
Presentation (25%)	Discussion (25%)
Scientific background, technical capacity. Key indicators: • demonstrated knowledge base • methodological soundness • ability to apply technical expertise	Applicant's evaluation of the project (strengths and weaknesses), vision of the wider context. Key indicators: • awareness of the strengths and weaknesses, ability to critically assess one's own work • capacity to position the project within the scientific, interdisciplinary, or societal frameworks
Researcher (50% of the total score)	
Expected career impact (25%)	Soft skills (25%)
Career path vision; motivation; entrepreneurial awareness. Key indicators: • clarity of long-term goals, alignment with the programme objectives • enthusiasm, commitment, persistence, and research ambition • understanding innovation, project potential beyond the academia	Teamwork, communication skills, outreach interests. Key indicators: • ability to work effectively with others, openness to interdisciplinary collaboration • clarity, confidence, effective oral and written communication • engagement with various audiences, communicating scientific findings to the general public