



## The 4-year Recruitment Program – The Selection Process

### Two-step submission and selection process

#### Step 1 - Prequalification

Based upon peer-review of the prequalification applications, a limited number of candidates will be invited to submit full applications and final budget proposals. After submission of the prequalification application, the following steps are taken:

1. Each applicant will get an "acknowledgement of receipt" by e-mail shortly after the submission deadline.
2. For each application BFS will check whether it meets the eligibility criteria that apply to the call.
3. External experts of high international standing will be appointed to review applications within their specific field of expertise. The review is conducted in line with the evaluation criteria as stated in the call text.
4. After the receipt of external reviews of all applications the BFS Scientific Advisory Board selects a limited number of candidates to be invited to participate in step 2. All applicants and nominating faculties will be notified of this decision.

#### Step 2 - Final proposal and interview

Candidates selected for step 2 evaluation will receive an e-mail-invitation. Candidates will be asked to confirm their intention of participating. The proposal deadline and also an approximate date for interviews will be stated. The time available for preparing the final proposal will be approximately one month.

The finalist's host departments will be interviewed by the foundation regarding their plans for recruitment of candidates with outstanding research merits and potential. After submission of the final proposal, the following procedure will be followed:

1. Each applicant will get an "acknowledgement of receipt" by e-mail shortly after the submission deadline.
2. External experts of high international standing will be appointed to review applications within their specific field of expertise. The review is conducted in line with the evaluation criteria as stated in the call text. **Experts evaluating step 1 applications will not be appointed for the step 2 evaluation.**
3. The BFS Scientific Advisory Board receives the individual reviews of each application.
4. Interviews with PIs of proposals at step 2 are conducted by the BFS Scientific Advisory Board. Each interview will last approximately 45 minutes in total. The first part will be devoted to a presentation of the application, the research plan and the candidate's plan for establishing and managing a research group. The remaining time will be devoted to a question and answer session. The advisory board will take into account the results of the interviews alongside the external reviews.
5. The BFS Scientific Advisory Board will present its conclusions regarding ranking and recommendations to the foundation board.
6. After the foundation board has made its funding decision, applicants are notified of the outcome.

Please note that for both steps evaluation reports and names of appointed experts are confidential and will not be communicated to applicants.