

Annex 2. Assessment criteria

Accordingly to the Serra Hunter programme, having been dissociated from the hiring university (UAB) for at least two years will be a particularly relevant selection criterion. All the candidates' fulfilment of this condition will be checked during the assessment process of the CVs (1st phase).

The selection committee will evaluate the candidates according to their fit to the profile and area of knowledge for the offered positions (BUSINESS) as follows:

1. RESEARCH MERITS (up to 50 points)

✓ Scientific indexed publications in peer-reviewed academic journals in the field of Business/Management and related areas (special consideration will be given to the number of articles, received citations and track record primarily in WoS-indexed journals (SSCI-JCR) and/or CABS list with high impact factor) in these abovementioned areas / Books and book chapters / Other scientific publications. (Up to 30 points)

✓ Research leadership (PI on grant, research centre leader) and/or participation in research projects and/or research contracts / Activities in national and international research networks / Periods or stays in other universities and/or research centers (particular relevance will be given to disassociation from the hiring university, UAB, during minimum 2 years). (Up to 10 points)

✓ Participation and presentations in congresses, conferences and seminars related to the knowledge area organized by prestigious academic associations and/or renowned national and international Universities and research centers / Editing work and/or peer-review evaluation of scientific journals in the Business/Management field. (Up to 10 points)

2. TEACHING MERITS (up to 40 points)

✓ Teaching experience in the field of Business in Higher Education institutions/Universities (undergraduate level, bachelor's degree in Economics, Business and similar degrees, and/or postgraduate degrees in the related areas) / Undergrad and/or postgrad programme coordinator / Supervision of defended and in-process doctoral theses / Supervision of other tutored projects (undergrad and/or master's degree final project, etc.) / Teacher training and skills in Catalan, Spanish and/or other languages (preferably English). (Up to 30 points)

✓ Positive evaluations of teaching activity / Original teaching materials and teaching publications / Leading involvement in teaching innovation projects. (Up to 5 points)

✓ Participation in continuing education/training programmes of university teachers / Participation and/or presentations in conferences aimed at improving university teaching training and innovation. (Up to 5 points)

3. OTHER ASPECTS (up to 10 points)

✓ Patents or IPR and/or knowledge transfer activities to the productive, business sector and society in general / Awards and outstanding academic or professional achievements / University management posts / Other merits (leadership capacity, international mobility, research or teaching accreditations other than "lector").



- **First phase evaluation round:** To access the second phase (interviews) candidates must have at least **70 points or more out a maximum of 100 points** in the first phase evaluation round.
- **2nd phase evaluation round (interviews):** Interviews will be based upon a presentation and defense by each candidate to the committee members of: (a) accumulated merits (up to 10 points), (b) a research seminar (subject freely chosen by the candidate within the position's offered profile/area of knowledge) (up to 30 points). Eventually, several indications for the 2nd phase interviews will be provided by the selection committee and duly communicated in advance. After the interviews, a ranked list of the candidates will be made by the committee members based upon a maximum of 10 points for the personal presentation and defense of cumulative merits (a) + a maximum of 30 points for the presentation and defense of the research seminar (b). Finally, the selection committee will propose the 2 positions to be offered in this selection process to the candidates who achieve the most points out of the total of 40 points available in the second evaluation round (interviews).