

Assessment Criteria

I. First Selection Phase (shortlisting): Max score = 70 points.

Criteria	Max score
TEACHING	
1. Undergraduate Teaching Experience 1.1 Diversity of teaching of criminology and criminal justice 1.2 Indicators of quality (student evaluations) Other relevant experience	20
2. Post-graduate Teaching Experience 2.1 Breadth of relevant teaching 2.2 Indicators of quality Other relevant experience	10
3. Other teaching skills and experience 3.1 Teaching qualifications 3.2 Teaching training course completed 3.3 Presentations or similar on teaching 3.4 Innovative teaching projects, materials, or publications Other teaching skills and experience	5
<i>Teaching sub-total</i>	35
RESEARCH	
4. Research Outputs 4.1 Publications including monographs/books, peer reviewed journal articles, book chapters, other scientific publications. 4.2 Conference presentations (and invited lectures) 4.3 Other relevant outputs	15
5. Research Engagement and Impact 5.1 Engagement with policy and practice 5.2 Impact upon policy and practice 5.3 Other transfer of results and knowledge	5
6. Other Research Experience 6.1 Research funding received 6.2 Participation in competitive grant writing 6.3 Other relevant experience	5
<i>Research sub-total</i>	25
ADMINISTRATION AND SERVICE	
7. Administrative, management and leadership experience 7.1 Programme directorships, university committee memberships and similar 7.2 Service to professional societies 7.3 Other relevant administration and service	5
OTHER INDICATORS OF ESTEEM	

8. Indicators of Esteem 8.1 Awards and Honours 8.2 Invited appointments 8.3 Invited lectures 8.4 Other indicators of professional esteem	5
<i>Phase 1 Total</i>	<i>70</i>

Progression to second selection phase: Candidates with a mean average score of 40 across the independent scores of the five committee members will progress to the second selection phase.

**II. Second Selection Phase (in-person presentation and interview):
Max score = 30 points.**

Criteria	Duration	Max score
9. Presentation Quality of presentation on topic of candidate's own choice (as specified in UAB documentation)	20 mins	10
10. Answers to questions Questions to the candidate from the selection committee	40 mins	20
<i>Phase 2 Total</i>	<i>1 hour</i>	<i>30</i>
TOTAL SCORE PER CANDIDATE		
Total score (Phase 1 + Phase 2)		100