

## VHIR PhD CALL 2025

### Institutional call for the incorporation of Early-stage researchers at Vall d'Hebron Research Institute

Internal Scientific Committee agreement on May 20<sup>th</sup> 2025

The Vall d'Hebron University Hospital Foundation – Research Institute (“VHIR” or “the Foundation”) is a leading biomedical research centre in Barcelona that promotes, develops and transfers research of the Vall d'Hebron University Hospital. Through international leadership and excellence in our research, we improve people's health and quality of life by means of the more than 1,000 investigators who carry out their research, and which are also supported by scientific services.

#### 1. OBJECTIVE

The Vall d'Hebron University Hospital Foundation – Research Institute (“VHIR” or “the Foundation”) makes its own and open call for a doctoral fellowship programme devoted to attracting early-stage researchers with a special interest in biomedical research who wish to carry out doctoral studies at VHIR. The VHIR PhD Call is funded through donations from [Amics del VHIR](#).

The aim of these grants is to train 4 doctoral candidates over a period of four years within the research groups of the Vall d'Hebron Barcelona Hospital Campus environment.

The conditions of the call are established in compliance with the European Human Resources Strategy for Researchers (HRS4R), which establishes the implementation of open, gender equality, transparent and merit-based recruitment measures, to contribute to the promotion of Responsible Research and Innovation (RRI).

#### 2. CANDIDATE PROFILE AND ELIGIBILITY CRITERIA

The requirements are:

- a. At the time of application submission, candidates must have secured acceptance from a hosting VHIR research group. For information on VHIR research groups, click [here](#). Candidates who require support or guidance in identifying a suitable group may contact the following email address: [scientificcoordination@vhir.org](mailto:scientificcoordination@vhir.org)
- b. Candidates should not have a PhD.
- c. Candidates **must be in possession of a university degree and a master's degree** (in the fields of biomedical research, clinical research, epidemiology, management and evaluation of health services and technologies) or must hold an official university

qualification from a country of the European Higher Education Area **with a minimum of 300 ECTS of official university studies at the time of the fellowship application.**

- d. Candidates performing or having completed the medical specialization (*Formació Sanitària Especialitzada*, FSE) accessing to a PhD program will not be eligible.
- e. Candidates must have finished the university studies ( $\geq 300$  ECTS) between 1<sup>st</sup> January 2024 and the closing date of application submission. Exceptionally, this term will be extended if applicants can provide proof of having been in one of the following situations:
  - 1. *Maternity*: 18 months' extension for each child born before or after the date of the successful defence of their Master degree. If the applicant can document a longer total maternity leave, the eligibility period will be extended by the documented amount of actual leave(s) for all children taken before the call deadline. - *Paternity*: extension by the documented time of paternity leave taken before the call deadline for each child.
  - 2. They have been taking care of children under six years of age or people with physical, mental or sensory disabilities who depend on the beneficiary and require special dedication (1 year).
  - 3. They have suffered an illness or accident with a medical leave equal to or longer than six months (1 year).
- f. Candidates must have obtained a minimum average grade of the academic record of the studies of degree **equal to or higher than 7** (calculated in accordance with the criteria specified in the Royal Decree 1125/2013, of 5<sup>th</sup> September). In the event that the qualification of the academic record of studies studied in Spain uses the scale of 0 to 4, the average grade must be converted using [this link](#).
- g. In the case of international studies, the grade of the academic record must be calculated by the National Agency for Quality Assessment and Accreditation (ANECA). It is the applicant's responsibility to ask ANECA for the aforementioned equivalence. More information can be found [here](#).
- h. Candidates must have the pre-admission to a doctoral studies programme at the time of starting the grant. Candidates must enrol on the doctoral studies programme in the first official enrolment period, no later than December 2025.
- i. Candidates must not have held a PhD contract exceeding twelve months in any research institution previous to the closing date of application submission.

### 3. HOST PRINCIPAL INVESTIGATOR'S (PI) ELIGIBILITY CRITERIA

The following requirements apply to the host PI:

- a. PIs should have a PhD.
- b. PI should be affiliated to VHIR and have an active competitive project at the time of application. The project must be managed by VHIR, funded with  $\geq 20.000\text{€}$  and should cover at least 1 year of the fellowship. Extensions will not be considered as active

competitive projects. Projects with PI and CO-PI figures can only be considered in one candidacy.

- c. PI should have a link with the VH Campus during the entire fellowship. In case the PI dismisses the connection with the VH Campus the Committee will help the candidate to find a new supervisor.
- d. PIs will not be able to present a candidature if they are hosting a PhD researcher from a current VHIR institutional PhD fellowship (unless being in the last year).

**Research groups may only be awarded with an institutional PhD fellowship (i.e. VHIR PhD, IBEC-VHIR PhD, “Mocador Solidari”, “Palau Francàs” PhD fellowships...) per year.** As long as they meet the requirements, PIs from the awardee groups will be able to apply for the following call.

#### 4. APPLICATION AND DOCUMENTATION TO SUBMIT

Applications must be formalised by the applicant in his/her own name and interest and must be submitted via [VHIR job offer website](#), **by September 3<sup>rd</sup> 2025 at 14h.**

The candidate's application must be accompanied by the following documentation. Documentation must be sent numbered and named as indicated.

1. Excel Template located on [VHIR website](#). The name of this document must be: "1.VHIR\_PhD\_Call\_Template\_Surname".
2. Detailed curriculum vitae of the candidate in normalised format (i.e CVN). Candidates must use the [FECYT application](#) for creating the document. The name of this document must be: "2.VHIR\_PhD\_Call\_CVN\_Surname".
3. Bachelor's degree diploma or proof of payment fee. The name of this document must be: "3.VHIR\_PhD\_Call\_Bachelor\_Surname".
4. Academic certificate with the average grade of the bachelor's degree and the termination date. In the case of studies carried out abroad, ANECA certification as specified in Clause 2.g. The name of this document must be: "4.VHIR\_PhD\_Call\_Bachelor\_grades\_Surname".
5. Master's degree diploma or proof of payment fee. The name of this document must be: "5.VHIR\_PhD\_Call\_Master\_Surname".
6. Academic certificate/record of master's degree studies, including average grade and termination date. The name of this document must be: "6.VHIR\_PhD\_Call\_Master\_grades\_Surname".
7. PDF document with the first page of the publications (and/or page(s) where the authors' contribution appears). The name of this document must be: "7.VHIR\_PhD\_Call\_Publications\_Surname".
8. PDF document that accredits the candidate's non-academic internship periods, including start and end dates, and hours. The research institute should be identified, including Letterhead and/or Stamp of the institution and signature of the

- tutor/supervisor. The name of this document must be: "8.VHIR\_PhD\_Call\_Interships\_Surname".
9. PDF document that accredits the candidate's Erasmus+ internships, including start and end dates. The university should be identified, including Letterhead and/or Stamp of the institution and signature of the tutor/supervisor. The name of this document must be: "9.VHIR\_PhD\_Call\_Erasmus\_Surname".
  10. PDF document that accredits other merits: dissemination activities, prizes, grants, certificate of languages, attendance to seminars or scientific congresses, including poster presentation at VHIR, etc.). The name of this document must be: "10.VHIR\_PhD\_Call\_Other\_Merits\_Surname".
  11. Acceptance letter of the hosting VHIR research group. Letter Template located on [VHIR website](#). The letter must be signed by the PI supervisor of the candidate and should include the date of signature. The name of this document must be: "11.VHIR\_PhD\_Call\_Letter\_Surname".
  12. If applicable, accreditation for the exceptional extension of the evaluable period for one of the reasons mentioned in Clause 2.e. of the Eligibility Criteria. The name of this document must be: "12.VHIR\_PhD\_Call\_Extension\_Surname".

For the evaluation of the candidacies and for the resolution of the claims against the provisional and final lists of candidates, **it will be considered solely and exclusively those documents provided by the candidates together with their application.** The responsible unit will review the documentation to identify possible errors in proposals. **Amendments required by the responsible unit can be submitted during the first 48 hours after the communication.** After the 48 hours-period, amendment of errors and/or omissions in the submission of documentation will not be admissible.

Each candidate will only be able to submit one application. The submission of more than one application will mean the rejection of all of them.

The submission of the application implies full and legal acceptance of these terms and conditions.

## 5. DEADLINE TO SUBMIT PROPOSALS

Those candidates may submit their applications until **September 3<sup>rd</sup> 2025 at 14h** via [VHIR job offer website](#).

Once received, an email will be sent to candidates confirming reception. The responsible unit will screen applicants against the requirements of the call to identify those applicants who do not meet the requirements, as well as suitability of the documents provided for the application.

## 6. EVALUATION PROCESS

In April 2015, VHIR was recognised with the accreditation “HR Excellence in Research” of the European Commission (also known as “HRS4R”). In 2021 the HR Excellence in Research seal was renewed. This accreditation is based on the [“European Charter for Researchers and Code of Conduct for the Recruitment of Researchers \(Charter & Code\)”](#) and obtaining the seal of HR Excellence in Research ensures that VHIR integrates into its human resources policies the 40 principles of the Charter & Code, based on a customized action plan/HR Strategy.

Our Recruitment and Selection Policy is based on the OTM Strategy (Open, Transparent and Merit-based recruitment) and in line with the principles defined in the OTM-R procedure ([VHIR Recruitment Policy for an Open, Transparent and Merit-based Recruitment of Researchers](#)).

The evaluation process is divided in two phases. **Phase 1 consists of evaluating the candidate's merits, representing the 70% of the final score;** Top 10 candidates will be invited to **Phase 2, consisting on an in-person oral interview that will account for the remaining 30% of the score.**

### **Phase 1: Candidate's assessment (70%):**

**VHIR Internal Evaluation Committee will evaluate and prioritize the candidates' applications based on the following selection criteria (100 points maximum):**

- 1. Up to 80 points:** Average grade of the bachelor's degree will weigh 80% of the total score for this section, and average grade of the master's degree will weight 20%. For candidates applying to the fellowship with  $\geq 300$  ECTS of university degree studies those will weight 100% of the total score for this section. If the candidate has completed more than one bachelor's degree or an equivalent program, only the average grade of the program most relevant to the intended PhD program will be considered. If the candidate holds more than one master's degree, only the average grade of the master's program that grants access to the PhD program will be considered. These programs must meet the requirements established in the guidelines and the call.
- 2. Up to 20 points:** Other merits, including publications, extracurricular internships, Erasmus+, dissemination activities, within others.

***For more information, please review Annex 1 "Phase 1 Evaluation Criteria".***

The members of the VHIR Internal Evaluation Committee will provide a provisional list of 10 candidates that will be invited for an oral interview. When possible, the shortlisting will include no less than one third of one gender.

Candidates who intend to withdraw their application between the final resolution of Phase 1 and Phase 2, are required to inform the responsible unit. Upon notification, the responsible unit will contact the subsequent candidate on the reserve list. Resignements will be accepted up to two labour days before the scheduled interview date.

### **Phase 2: Oral Interview (30%)**

The **Selection Committee** will bring together diverse expertise, competences and gender balanced, and will consist of VHIR internal and external professionals.

During the interview, the Selection Committee will consider, within other aspects:

- Candidate background
- Research project
- Soft skills

***For more information, please review Annex 2 "Phase 2 Evaluation Criteria".***

The oral interview phase will take place during the week 6-10<sup>th</sup> October 2025.

Candidates will be provided with guidelines of the topics that need to be covered during the presentation by the responsible unit.

All interviews will be governed by the OMT-R (Open, Transparent and Merit-based Recruitment) principles of the Foundation's Recruitment and Selection policy established by the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter & Code), following equal opportunities policies.

Once the interview process is finished, the Selection Committee will make a prioritized list and top 4 candidates will be recommended for funding.

If two or more candidates have the same score, the tie will be resolved using the following criteria:

1. Candidates with the best score in the Phase 1: Candidate's assessment.
2. Candidates with the best score in the academic record section.

#### ***Financial Support for Interview Attendance***

Candidates invited to participate in Phase 2 (oral interviews) may be eligible for partial financial support to cover travel and accommodation expenses, under the following conditions:

- **Eligibility:** Reimbursement will only be granted for justified expenses related to transportation and one night of accommodation. All expenses must be documented with official invoices.
- **Support Limits:** The maximum amount eligible for reimbursement is determined based on the candidate's place of residence and distance travelled:

Candidate Profile	Maximum Amount
Candidates within Spain traveling >150 km	€100
Spanish national candidates who have resided outside Spain for ≥12 of the last 24 months prior to deadline of application	€200
International candidates (non-Spanish nationals residing outside Spain for ≥12 of the last 36 months prior to deadline of application)	€300

**Reimbursement Process:** All reimbursements will be processed *after* the interview has taken place and upon presentation of valid invoices. Eligible expenses may include transportation costs (e.g., train, bus, plane tickets, fuel) and one night of accommodation.

## CLAIMS AND APPEALS

Candidates who disagree with the provisional shortlist published after Phase 1 may submit a claim within 2 working days via email to [ajuts@vhir.org](mailto:ajuts@vhir.org). Only claims submitted through this channel and within the established deadline will be considered.

Allegations may only be submitted in cases where the applicant believes there has been a procedural error in the evaluation process that could have affected the final funding (or prioritization) decision. The purpose of the allegation is to ensure the integrity and fairness of the evaluation procedure.

Please note that allegations will only be considered if they clearly demonstrate a failing in the process and if this failing is likely to have had a material impact on the outcome of the evaluation. Allegations that question the scientific or technical assessment made by appropriately qualified reviewers will not be accepted and will be dismissed.

The scores assigned to each candidate are the result of an average of evaluations from two or three members of the Evaluation Committee, all of whom apply a shared and predefined set of criteria consistently across applications.

The Internal Evaluation Committee, will assess and resolve the admitted claims within 2 working days following the end of the claim period.

Once claims are resolved, the final resolution of Phase I will be published, and a new 2 working days period will open for submitting an appeal to the VHIR Internal Scientific Committee (CCI). The CCI will resolve appeals based on its own internal regulations.

## 7. FORMALISATION AND GRANT DURATION

The maximum period of acceptance of the grant may not exceed 10 calendar days from the date of publication of the final list.

The grant will have a duration of 4 years. Acceptance of the grant will be formalised by the signature of the corresponding employment contract (pre-doctoral modality). The initial contract will have a duration of one year and may be renewed annually, up to a maximum total duration of four years, which cannot be extended within the framework of these grants, starting from the date of signing this contract between the beneficiary and VHIR.

The incorporation of the candidate will be between November 1<sup>st</sup> 2025 and December 31<sup>st</sup> 2025 (except for non EU-nationals, that period could be extended until March 1<sup>st</sup> 2026).

The resignation from the PhD program will entail the termination of the contract and the loss of the grant.

If the thesis is defended before the four-year period, the contract will be terminated.

## 8. ECONOMIC AND WORKING CONDITIONS

The VHIR PhD Call 2025 offers 4 fellowships for a 4-year pre-doctoral contract with expenses regulated to “*Estatut del Personal Investigador en Formació*” (EPIF) every year. Approximately,



the gross annual salary will be 18.180 € for the first two years, 19.479€ for the third year, and 24.348€ for the fourth year. The VHIR PhD Call is funded through donations from *Amics del VHIR*.

Gross salaries come with full social security coverage, and the working conditions at VHIR additionally include the following benefits:

- 23 working days of paid holidays per year plus 9 leave days for personal matters.
- Measures to reconcile work and family life, such as: Maternity and Paternity leave, leave for breastfeeding and flexible schedule working hours.

The beneficiaries of this program will have the right to receive the enrolment amount of the doctorate and of the thesis tutorial for the corresponding course, provided that this enrolment fee is from a public university.

## 9. RESIGNATIONS AND REPLACEMENTS

In the event that the candidate is a beneficiary of any other type of similar scholarship in the period between the VHIR grant deadline and the six months after the grant is awarded, he/she must resign from the VHIR scholarship, which will be awarded to the first reserve candidate.

The beneficiary of the grant must give written notice to the address [ajuts@vhir.org](mailto:ajuts@vhir.org) in order to interrupt the VHIR grant. Same procedure must be followed in case of voluntary resignation for any other matter. Failure to comply with this obligation will result in the loss of the grant and the inherent benefits, and will generate the right of VHIR to require the candidate to refund the inappropriately paid amounts.

If the resignation occurs within 6 months from the start of the pre-doctoral contract, the Evaluation Committee may agree to substitute the candidate in accordance with the order of the final list.

## 10. RIGHTS AND OBLIGATIONS

Rights and obligations of the beneficiary of the contract are:

- a. Guarantee the truthfulness of the data provided in their application and accept that any negligent or guilty falseness in them will lead to the exclusion of the candidacy from the selection process.
- b. In the event that the candidate is finally chosen, they can accept or reject the grant within the period established in the call.

If the person accepts the given grant and joins VHIR:

- c. Sign the pre-doctoral contract previously indicated and receive the applicable gross annual salary.
- d. To be considered VHIR's employee and researcher for all intents and purposes.
- e. To use the services offered by the VHIR and to participate in all its activities in accordance with its internal regulations, as a result of their researcher condition.
- f. The ownership of those patents and utility models and any other industrial and/or intellectual property rights obtained through the research work carried out by the



beneficiary will correspond to VHIR. Nevertheless, the researcher may enjoy the copyright and property rights derived from their research activity as established by both the VHIR in force regulations and current legislation.

- g. The beneficiary of the contract will specifically agree to comply with VHIR regulations, in particular with those matters regarding data protection, professional ethics, public procurement, occupational risk prevention, and, in general, on any other relevant aspect related to the Foundation.
- h. The beneficiary's scientific production regarding publications and data must be deposited at least into the institutional repositories Scientia and CORA.RDR.
- i. Candidates must have the pre-admission to a doctoral studies programme at the time of starting the grant, and preferably have completed the enrolment process. Candidates must enrol on the doctoral studies programme in the first official enrolment, no later than December 2025 (except for non-EU people).
- j. To acknowledge the present PhD fellowship funding in publications and thesis.
- k. To include the VHIR logo in all scientific posters, presentations, and dissemination materials related to the PhD project.
- l. The host PI and the candidate commit to involve the candidate in institutional activities if the VHIR's Direction requires so, including, but not limited to, participation in the VHIR Scientific Day, *Amics del VHIR* meetings and activities, outreach activities and participation of the PhD student in VHIR committees and commissions that may require the presence of the predoctoral researchers.
- m. The candidate is expected to complete approximately 90% of the PhD Training Programme before the end of the fellowship. The PhD Training Programme offers a diverse range of training sessions to equip VHIR PhD students with the essential skills to excel in their research and in their future as professionals, in academia and beyond. The programme is designed to address all competence areas outlined in the [European Competence Framework for Researchers](#).

VHIR's rights and obligations are:

- To comply with the rules of the present call.
- To provide an employment contract to the beneficiary of this call, using the contractual form determined by the VHIR HR Management, in accordance with its internal regulations applicable.
- To comply with the corresponding legal obligations regarding Social Security and Occupational Risk Prevention.
- To offer the researcher those VHIR's own services, according to the Foundation's internal regulations.

To inform the researcher of all applicable regulations.

## **11. GRANT COMPATIBILITIES AND INCOMPATIBILITIES**

These fellowships are compatible with short-stays of a maximum of 6 months to other national or international research centres. The expenses of the internship will not be covered by the

fellowship. Special petitions of more than 6 months' stays will be reviewed by the Evaluation Committee.

These grants will be incompatible with any other employment contract.

## 12. GRANTS MONITORING

For the annual and final monitoring of the grants, the beneficiary research staff must submit the following documents to the Education & Training Unit according to the scheduled calendar:

**Annual report:** a scientific report on the activities carried out by the beneficiary research staff and their results, as well as the work plan for the next year, duly approved by the responsible PI should be presented a year after starting the contract and annually.

Non-presenting or getting an unfavourable evaluation of the annual report will mean the interruption of the grant and may mean the loss of it and its benefits if it is not duly amended at the request of VHIR.

**Final report:** No later than 3 months after the end of the contract the beneficiary research staff will present a final report which will include all the work carried out and its results, with a special reference to the results of the doctoral thesis and the objectives achieved by means of the training programme. In addition, a copy of all publications, articles and works that may derive from this work and the results obtained will be also given to VHIR.

Beneficiary also undertakes to provide VHIR with all the information that this may require about the thesis development, relevant accomplishments and merits achieved due to the fellow granted.

Failure to comply with this obligation may result in the loss of the rights to obtain any future grant called by the Foundation.

## 13. PERSONAL DATA

By submitting their application, candidates agree to become part of the VHIR's record and files with the aim to manage and process the assessment, granting, awarding, payment and monitoring of the grant, according to the present call.

Applicants may exercise their rights of access, rectification, cancellation or opposition of their data by writing to the VHIR Management (Passeig Vall d'Hebron, 119-129, Edifici Central, 08035 Barcelona) together with a copy of their ID.

Begoña Benito

Director

Vall d'Hebron University Hospital Foundation – Research Institute  
Barcelona, June 10th, 2025

### Annex 1: Phase 1 evaluation criteria

Candidate's assessment (70%)							
Description						Points	
1. Academic record grades (up to 80 points)		Bachelor's degree with <300 ECTS average grade: 80% of 80 points. Master's degree average grade: 20% of 80 points.  University degree studies ≥ 300 ECTS average grade: 100% of 80 points.				Up to 80	
2. Other merits (up to 20 points)	Publications	Up to a maximum of 6 points will be appointed for publications.  <b>Indexed publications</b> (original articles and reviews). A maximum of 1 review is accepted. Only publications indexed in the last-avaliable JCR version will be accepted. Publications will be scored as follows:  Bibliometric parameters including author position, Cuartil/Decil of the journal and type of article (original or review) will weight an 80% of the total score of each publication. The impact narrative will weight a 20% for each publication.				Up to 6	
		Authorship	Cuartil/Decil	Type of article (original or review)	Impact narrative		Maximum score for each publication
		First	D1/Q1 Q2	Original	high/ medium/ low		6 5

		<b>First</b>	D1/Q1 Q2	Review	high/ medium/ low	3 2,5		
		<b>Second/Third or subsequënt</b>	D1/Q1 Q2	Original	high/ medium/ low	2 1,5		
		<b>Second/Third or subsequënt</b>	D1/Q1 Q2	Review	high/ medium/ low	1 0,75		
		<b>Other publications:</b> original articles in Q3 or Q4 journals, non-indexed publications, including book chapters, letters, opinion articles or consortiums' articles will account for 0,5 points per publication.						
	<b>Non-academic internships</b>	Up to 7 points will be scored for extra-curricular internships outside the academic record. It will also be considered as an extra-curricular internship a remunerated contract in a research centre.  International internships: <ul style="list-style-type: none"><li>&lt; 375 h (from 1 to 3 months) = 1,25</li></ul>						Up to 7

		<ul style="list-style-type: none"> <li>• 375-750 h (&gt; 3 to 6 months) = 2,5</li> <li>• 750 -1500 h (&gt;6 to 12 months) = 5</li> <li>• &gt;1500 h (&gt;12 months) = 7</li> </ul> <p>National internships:</p> <ul style="list-style-type: none"> <li>• &lt; 375 h (from 1 to 3 months) = 0,5</li> <li>• 375-750 h (&gt; 3 to 6 months) = 1,25</li> <li>• 750 -1500 h (&gt;6 to 12 months) = 2,5</li> <li>• &gt;1500 h (&gt;12 months) = 3,5</li> </ul>	
	<b>Erasmus+ Programme</b>	<p>Up to 5 points will be scored for Erasmus+ internships:</p> <ul style="list-style-type: none"> <li>• Erasmus+ duration between <math>\geq 2</math> months and <math>\leq 6</math> months: up to 2,5 points</li> <li>• Erasmus+ duration between <math>&gt; 6</math> months and <math>\leq 12</math> months: up to 5 points</li> </ul>	Up to 5
	<b>Other merits</b>	Dissemination activities (broadcast via social media, newspapers, participation in Research Night, scientific workshops, round tables, educational scientific talks in schools, patients' associations, etc...), prizes, grants, certificate of languages, attendance to seminars or scientific congresses, including poster presentation in VHIR scientific day, etc.	Up to 2

## Annex 2: Phase 2 Evaluation Criteria

Candidate's assessment (30%)				
Description			Points	
Background		Presentation of the candidate: university studies, mobility, scientific divulgation activities, etc	4	Up to 10
		Motivation statement to undertake a PhD	3	
		Career expectations of the candidate	3	
Project	Master's Thesis description	Brief and clear explanation of the Master's thesis topic. Demonstrates understanding, relevance, and coherence with scientific background.	4	Up to 10
	PhD project description	The proposed PhD project is clearly presented, scientifically sound, and feasible. Includes aims, brief overview of methodology, and novelty.	3	
	Justification and alignment	Justification for the choice of this specific PhD project. Shows how it fits with candidate's background and career goals.	3	
General aspects and communication skills	Formal aspects	Presentation includes clear and useful graphic elements, such as graphics and infographics.	2	Up to 10
	Organization and structure	Logical and cohesive structure of the explanation. Speaker begins the speech presenting itself. Good use of connectors to organize the speech and ensure it is perceived as a whole. Slides and complementary material are well organized and useful to support the speech and help the comprehension.	2	
	Discussion and dealing with questions	The student is able to answer accurately and successfully the questions proposed.	2	
	Non-verbal communication	Good communication, dissemination and discussion skills. Confident and effective body language. The speaker makes eye contact with the audience to hold their attention. Use an adequate rhythm and projection of voice. Good intonation and emphasis that reinforce the message and help the audience to capture important ideas. Good use of laser pointer	2	
	Use of time	Appropriate use of time. Very good distribution of time within different parts of the speech	2	