

**SGSSS-DTP Postdoctoral Fellowship Stage Two Competition Marking Framework (2022/23): Assessment Criteria (see Application Form, Case for Support, Justification of Resources, List of Publications)**

SCORING SECTION 1: Assessment Criteria		Quality of Work Programme (OUT OF 10)	Value for Money (OUT OF 10)	Impact and Outputs (OUT OF 10)	Consideration of Ethical Issues (OUT OF 10)
Marking Criteria					
10	A good proposal scoring well in terms of both cogency and originality. Quality of work programme, value for money, impact and outputs and consideration of ethical issues are strong.	As (9) but work programme is exceptional and impressive in all elements.	As (9) but value for money is exceptional and impressive.	As (9) but planned outputs and impact during the fellowship are exceptional and impressive.	As (9) but awareness of any ethical issues that may be raised by the Fellowship and how these might be addressed is exceptional and impressive.
9	Specified objectives are achievable and realistic within the time available. Proposed activities support the applicant's longer-term career. Costs are fully justified as reasonable and appropriate for the proposed work plan.	An excellent work programme in all elements. Workload is highly defined, specified objectives are achievable and realistic within the time available, and the proposed activities are very clearly justified in terms of supporting the applicant's longer-term career aspirations.	Value for money is excellent. Costs are very well justified as reasonable and highly appropriate for the proposed work plan.	Planned outputs and impact during the fellowship are excellent, appropriate and attainable, and there are excellent plans to share the results and engage with academic and non-academic audiences.	Proposal shows excellent awareness of any ethical issues that may be raised by the Fellowship and how these might be addressed.
8	Planned outputs and impact during the Fellowship are appropriate and attainable, and there are adequate plans to share the results and engage with academic and non-academic audiences. Proposal shows sufficient awareness of any ethical issues that may be raised by the Fellowship and how these might be addressed	A very good work programme in all elements. Workload is very clearly defined, specified objectives are achievable and realistic within the time available, and the proposed activities are very clearly justified in terms of supporting the applicant's longer-term career aspirations.	Value for money is very good. Costs are very clearly justified as reasonable and very appropriate for the proposed work plan.	Planned outputs and impact during the fellowship are very good, appropriate and attainable, and there are very good plans to share the results and engage with academic and non-academic audiences.	Proposal shows very good awareness of any ethical issues that may be raised by the Fellowship and how these might be addressed
7		A good work programme in all elements. Workload is clearly defined, specified objectives are achievable and realistic within the time available, and the proposed activities are clearly justified in terms of supporting the applicant's longer-term career aspirations.	Value for money is good. Costs are clearly justified as reasonable and appropriate for the proposed work plan.	Planned outputs and impact during the fellowship are good, appropriate and attainable, and there are good plans to share the results and engage with academic and non-academic audiences.	Proposal shows good awareness of any ethical issues that may be raised by the Fellowship and how these might be addressed.
6	An adequate proposal, or one with minor identifiable weaknesses. One or more of quality of work programme, value for money, impact and outputs, ethical issues, achievable and realistic objectives and/or fit with applicant's career are somewhat problematic, ill-expressed, or show a lack of knowledge.	An adequate work programme in all elements. Workload is defined, specified objectives are achievable and realistic within the time available, and the proposed activities are justified in terms of supporting the applicant's longer-term career aspirations.	Value for money is adequate. Costs are justified as reasonable and appropriate for the proposed work plan.	Planned outputs and impact during the fellowship are adequate, appropriate and attainable, and there are adequate plans to share the results and engage with academic and non-academic audiences.	Proposal shows adequate awareness of any ethical issues that may be raised by the Fellowship and how these might be addressed
5	Certain weaknesses are evident in the way that costs are justified as reasonable and appropriate for the proposed work plan, the extent to which planned outputs and impact during the Fellowship are appropriate and attainable, and/or whether there are adequate plans to share the results and engage with academic and non-academic audiences.	An appropriate work programme that nevertheless suffers from one identifiable minor weakness in whether workload is clearly defined, specified objectives are achievable and realistic within the time available, and the proposed activities are clearly justified in terms of supporting the applicant's longer-term career aspirations.	Proposal offers appropriate value for money but suffers from one identifiable minor weakness in its justification of costs as reasonable and appropriate for the proposed work plan.	Planned outputs and impact during the fellowship are generally appropriate and attainable, and there are adequate plans to share the results and engage with academic and non-academic audiences, but with one identifiable minor weakness	Proposal generally shows sufficient awareness of any ethical issues that may be raised by the Fellowship and how these might be addressed, but with one identifiable minor weakness.
4	Certain weaknesses are evident in the awareness of any ethical issues that may be raised by the Fellowship and how these might be addressed.	A promising work programme that nevertheless suffers from a number of minor weaknesses in whether workload is clearly defined, specified objectives are achievable and realistic within the time available, and the proposed activities are clearly justified in terms of supporting the applicant's longer-term career aspirations.	Proposal promises value for money but suffers from a small number of minor weaknesses in its justification of costs as reasonable and appropriate for the proposed work plan.	Planned outputs and impact during the fellowship are generally appropriate and attainable, and there are generally adequate plans to share the results and engage with academic and non-academic audiences, but with a small number of minor weaknesses	Proposal generally shows awareness of ethical issues that may be raised by the Fellowship and how these might be addressed, but with a small number of minor weaknesses.
3	A proposal with significant identifiable weaknesses. One or more of quality of work programme, value for money, impact and outputs, ethical issues, achievable and realistic objectives and/or fit with applicant's career are clearly problematic, ill-expressed, or show a lack of knowledge.	A work programme that suffers from one major weakness in whether workload is clearly defined, specified objectives are achievable and realistic within the time available, and the proposed activities are clearly justified in terms of supporting the applicant's longer-term career aspirations.	Assessment of value for money suffers from one identifiable major weaknesses in its justification of costs as reasonable and appropriate for the proposed work plan.	Planned outputs and impact during the fellowship suffer from one major identifiable weakness in the extent to which they are appropriate and attainable, and/or there are adequate plans to share the results and engage with academic and non-academic audiences	Proposal suffers from one major identifiable weakness in the awareness of ethical issues that may be raised by the Fellowship and how these might be addressed.
2	Significant weaknesses are evident in the way that costs are justified as reasonable and appropriate for the proposed work plan, the extent to which planned outputs and impact during the Fellowship are appropriate and attainable, and/or whether there are adequate plans to share the results and engage with academic and non-academic audiences.	A work programme that suffers from more than one major weaknesses in whether workload is clearly defined, specified objectives are achievable and realistic within the time available, and the proposed activities are clearly justified in terms of supporting the applicant's longer-term career aspirations.	Assessment of value for money suffers from more than one major weakness in its justification of costs as reasonable and appropriate for the proposed work plan.	Planned outputs and impact during the fellowship suffer from more than one major weakness in the extent to which they are appropriate and attainable, and/or there are adequate plans to share the results and engage with academic and non-academic audiences.	Proposal suffers from more than one major weakness in the awareness of ethical issues that may be raised by the Fellowship and how these might be addressed.
1	Significant weaknesses are evident in the awareness of any ethical issues that may be raised by the Fellowship and how these might be addressed.	A work programme that suffers from numerous major and minor weaknesses in whether workload is clearly defined, specified objectives are achievable and realistic within the time available, and the proposed activities are clearly justified in terms of supporting the applicant's longer-term career aspirations.	Assessment of value for money suffers from numerous major and minor weaknesses in its justification of costs as reasonable and appropriate for the proposed work plan.	Planned outputs and impact during the fellowship suffer from numerous major and minor weaknesses in the extent to which they are appropriate and attainable, and/or there are adequate plans to share the results and engage with academic and non-academic audiences.	Proposal suffers from numerous major and minor identifiable weaknesses in the awareness of ethical issues that may be raised by the Fellowship and how these might be addressed.

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SCORING SECTION 2: Supporting Documentation		Candidate Record		Research Environment and Mentoring Arrangements	
		Candidate CV (OUT OF 10)	Referee Statement (OUT OF 10)	Head of Department Statement (OUT OF 10)	Mentor Statement and Summary CV (OUT OF 10)
<b>Marking Criteria</b>					
10	<b>A good and well-matched candidate scoring well in terms of both candidate record and fit with RO and mentor.</b>	As (9) but, taking career stage into account, an exceptionally good overall CV (e.g. education to date, awards received for work or training, previous employment history, conference papers, publications).	As (9) but referee statement identifies the applicant as an exceptional and impressive candidate for a post-doctoral fellowship.	As (9) but HoD statement confirms that the proposed programme of work is an exceptionally good fit with the Department's wider research programme.	As (9) but mentoring and research environment represent a near-perfect fit with the proposed work programme.
9		As (8) but, taking career stage into account, an excellent CV with a number of clearly identifiable strengths (e.g. education to date, awards received for work or training, previous employment history, conference papers, publications).	Referee statement identifies the applicant as an excellent candidate for a post-doctoral fellowship, with a number of clearly identifiable strengths	HoD statement confirms that the proposed programme of work is an excellent fit with the Department's wider research programme; the PDF will be accepted into the Department as a member of staff; the PDF will be given appropriate mentoring, support facilities, training and development opportunities; and the PDF's work and progress will be subject to appropriate monitoring and appraisal	Mentor is a senior colleague in the host RO. Mentoring and research environment represent an excellent fit with the proposed work programme. Mentor has considered applicant's needs carefully and tailored an excellent programme of support accordingly, clearly detailing how they will ensure PDF is kept properly active and focussed throughout the year and how PDF's long-term career prospects will be kept clearly in mind.
8		As (7) but, taking career stage into account, a very good CV with at least one clearly identifiable strength (e.g. education to date, awards received for work or training, previous employment history, conference papers, publications)	Referee statement identifies the applicant as a very good candidate for a post-doctoral fellowship, with at least one clearly identifiable strength	HoD statement confirms that the proposed programme of work is a very good fit with the Department's wider research programme; the PDF will be accepted into the Department as a member of staff; the PDF will be given appropriate mentoring, support facilities, training and development opportunities; and the PDF's work and progress will be subject to appropriate monitoring and appraisal.	Mentor is a senior colleague in the host RO. Mentoring and research environment represent a very good fit with the proposed work programme. Mentor has clearly given very good consideration to the applicant's needs and necessary programme of support. Very good acknowledgement is given to the need to keep PDF properly active and focussed throughout the year and keep PDF's long-term career prospects clearly in mind.
7		A candidate with the achievement or expectation of a PhD meeting ESRC eligibility requirements for the PDF scheme. Taking career stage into account, a good CV with no obvious weaknesses (e.g. education to date, awards received for work or training, previous employment history, conference papers, publications)	Referee statement identifies the applicant as a good candidate for a post-doctoral fellowship, with no obvious weaknesses.	HoD statement confirms that the proposed programme of work is a good fit with the Department's wider research programme; the PDF will be accepted into the Department as a member of staff; the PDF will be given appropriate mentoring, support facilities, training and development opportunities; and the PDF's work and progress will be subject to appropriate monitoring and appraisal.	Mentor is a senior colleague in the host RO. Mentoring and research environment represent a good fit with the proposed work programme. Mentor has given good consideration to the applicant's needs and necessary programme of support. Good acknowledgement is given to the need to keep PDF properly active and focussed throughout the year and keep PDF's long-term career prospects in mind.
6		A candidate with the achievement or expectation of a PhD meeting ESRC eligibility requirements for the PDF scheme. Taking career stage into account, an adequate overall CV (e.g. education to date, awards received for work or training, previous employment history, conference papers, publications).	Referee statement identifies the applicant as an adequate candidate for a post-doctoral fellowship.	HoD statement confirms that the proposed programme of work is an adequate fit with the Department's wider research programme; the PDF will be accepted into the Department as a member of staff; the PDF will be given appropriate mentoring, support facilities, training and development opportunities; and the PDF's work and progress will be subject to appropriate monitoring and appraisal.	Mentor is a senior colleague in the host RO. Mentoring and research environment represent an adequate fit with the proposed work programme. Mentor has given adequate consideration to the applicant's needs and necessary programme of support. Adequate acknowledgement is given to the need to keep PDF properly active and focussed throughout the year and PDF's long-term career prospects in mind.
5	<b>An adequate and adequately-matched candidate, or one where minor reservations exist regarding candidate record and/or fit with RO and mentor</b>	A candidate with the achievement or expectation of a PhD meeting ESRC eligibility requirements for the PDF scheme. Taking career stage into account, a CV with one identifiable minor weakness (e.g. education to date, awards received for work or training, previous employment history, conference papers, publications).	Referee statement identifies the applicant as an adequate candidate for a post-doctoral fellowship, with one identifiable minor reservation.	HoD statement confirms that, with one identifiable minor reservation, the proposed programme of work is a promising fit with the Department's wider research programme; the PDF will be accepted into the Department as a member of staff; the PDF will be given appropriate mentoring, support facilities, training and development opportunities; and the PDF's work and progress will be subject to appropriate monitoring and appraisal.	Mentor is a senior colleague in the host RO. Mentoring and research environment represent an adequate fit with the proposed work programme, but with one identifiable minor weakness in mentor's consideration of the applicant's needs and necessary programme of support and/or acknowledgement of the need to keep PDF properly active and focussed throughout the year and PDF's long-term career prospects in mind.
4		A candidate with the achievement or expectation of a PhD meeting ESRC eligibility requirements for the PDF scheme. Taking career stage into account, a CV that suffers from a number of minor weaknesses (e.g. education to date, awards received for work or training, previous employment history, conference papers, publications).	Referee statement identifies the applicant as an adequate candidate for a post-doctoral fellowship, with a number of minor reservations.	HoD statement demonstrates a number of minor reservations about the fit of the proposed programme of work with the Department's wider research programme, and/or lacks clarity on the PDF being accepted into the Department as a member of staff; being given appropriate mentoring, support facilities, training and development opportunities; and the PDF's work and progress being subject to appropriate monitoring and appraisal.	Mentor is a senior colleague in the host RO. Mentoring and research environment represent a less good fit with the proposed work programme, with a number of minor weaknesses in mentor's consideration of the applicant's needs and necessary programme of support and/or acknowledgement of the need to keep PDF properly active and focussed throughout the year and PDF's long-term career prospects in mind.
3		A candidate with the achievement or expectation of a PhD meeting ESRC eligibility requirements for the PDF scheme. Taking career stage into account, a CV that suffers from one major weakness (e.g. education to date, awards received for work or training, previous employment history, conference papers, publications).	Referee statement stops short of identifying the applicant as an adequate candidate for a post-doctoral fellowship.	HoD statement demonstrates one major reservation about the fit of the proposed programme of work with the Department's wider research programme, and/or lacks support for the PDF being accepted into the Department as a member of staff; being given appropriate mentoring, support facilities, training and development opportunities; and the PDF's work and progress being subject to appropriate monitoring and appraisal	Mentor is a senior colleague in the host RO. Mentoring and research environment represent a less good fit with the proposed work programme, with one major weakness in mentor's consideration of the applicant's needs and necessary programme of support. Little acknowledgement is given to the need to ensure PDF is kept properly active and focussed throughout the year and to keep PDF's long-term career prospects clearly in mind.
2	<b>A weak and relatively poorly-matched candidate scoring poorly in terms of both candidate record and fit with RO and mentor.</b>	A candidate with the achievement or expectation of a PhD meeting ESRC eligibility requirements for the PDF scheme. Taking career stage into account, a CV with more than one major weakness (e.g. education to date, awards received for work or training, previous employment history, conference papers, publications)	Referee statement identifies the applicant as a weak candidate for a post-doctoral fellowship	HoD statement demonstrates more than one major reservation about the fit of the proposed programme of work with the Department's wider research programme, and/or lacks support for the PDF being accepted into the Department as a member of staff; being given appropriate mentoring, support facilities, training and development opportunities; and the PDF's work and progress being subject to appropriate monitoring and appraisal	Mentor is a senior colleague in the host RO. Mentoring and research environment represent a less good fit with the proposed work programme, with more than one major weakness in mentor's consideration of the applicant's needs and necessary programme of support. Very little acknowledgement is given to the need to ensure PDF is kept properly active and focussed throughout the year and to keep PDF's long-term career prospects clearly in mind.
1		A candidate with the achievement or expectation of a PhD meeting ESRC eligibility requirements for the PDF scheme. Taking career stage into account, a very weak overall CV (e.g. education to date, awards received for work or training, previous employment history, conference papers, publications)	Referee statement identifies the applicant as a very weak candidate for a post-doctoral fellowship	HoD statement demonstrates numerous major and minor reservations about the fit of the proposed programme of work with the Department's wider research programme, and/or lacks support for the PDF being accepted into the Department as a member of staff; being given appropriate mentoring, support facilities, training and development opportunities; and the PDF's work and progress being subject to appropriate monitoring and appraisal	Mentor is a senior colleague in the host RO. However, mentoring and research environment do not represent a good fit with the proposed work programme. Mentor has given no consideration to the applicant's needs and necessary programme of support. No acknowledgement is given to the need to ensure PDF is kept properly active and focussed throughout the year and to keep PDF's long-term career prospects clearly in mind.