

**Table 1: Hiring criteria specified per staff category**

Criterion	Indicator	Evidence to be submitted	Level		
			Research-focused path (U-line): UD2	Education-focused path (U-line): UD2	Education path (D-Line): D4
<b>Research</b>	General		Has proven research experience and demonstrable vision on own research line	Has proven research experience and demonstrable own expertise complementary to a research group/division	Has experience with doing research in natural sciences (or professional experience in relevant cases)
Prior experience (upon hiring)	Degree	CV	Has a PhD degree	Has a PhD degree	Has a MSc degree in science with research internship
	Postdoctoral experience	CV	Has research experience after PhD	Research experience after PhD is a <i>plus</i>	-
Research quality	Research line	Narrative description containing a very succinct description of the planned research line	Has a well-defined research plan with reasonable goals for the next five years	Has a research plan with reasonable goals for the next five years	-
	Contribution to successful grant applications	Evaluated during interview	Has an understanding of funding landscape and ideas about funding applications	Has an understanding of funding landscape and ideas about funding applications	-
	Role in peer-reviewed papers / conference proceedings / patents	CV	<i>Field dependent</i>	<i>Field dependent</i>	-
Recognition	Awards, prizes, other	CV	<i>Plus</i>	<i>Plus</i>	-
Service to society		Narrative description	<i>Plus</i>	<i>Plus</i>	<i>Plus</i>
<b>Education</b>	General		Has affinity with teaching in a research environment	Has proven passion for teaching in a research environment	Has proven passion for teaching in BSc and/or MSc courses
Teaching	Teaching	Interview (+CV, motivation letter)	Shows interest in contributing to academic teaching	Has proven experience with teaching	Has proven experience with teaching, ideally in higher education

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			Research-focused path (U-line): UD2	Education-focused path (U-line): UD2	Education path (D-Line): D4
	Supervision of BSc/MSc students	Interview (+CV, motivation letter)	Has experience with supervising BSc and/or MSc students	Has experience with supervising BSc and/or MSc students	Shows interest in contributing to supervising BSc projects
Development of education	Development and policy	Interview	-	Has ideas about lecture and/or course development	Has ideas about lecture and/or course development
	Vision on development and innovation	Interview	Demonstrates vision on where own expertise fits in the education programme	Demonstrates vision on where own expertise fits in the education programme	Demonstrates vision on where own expertise fits in the education programme
	Development of skills	Interview (+ motivation letter)	Is motivated to develop teaching skills	Is motivated to develop teaching skills	Is motivated to develop teaching skills
Service to society		Narrative description	<i>Plus</i>	<i>Plus</i>	<i>Plus</i>
<b>Personal development and leadership</b>	General		Demonstrates suitability for an academic career	Demonstrates suitability for an academic career	Demonstrates suitability for an academic teaching career
	Ambition	Interview	Demonstrates ambition to pursue an academic career involving research as well as education.	Demonstrates ambition to pursue a career with stronger focus on education	Demonstrates ambition to pursue a career in higher education
Skills and competences	Reflective capacity	Interview	Shows ability to reflect on difficult situations in the past	Shows ability to reflect on difficult situations in the past	Shows ability to reflect on difficult situations in the past
	Organisational sensitivity	Interview	Demonstrates motivation to contribute to organisational and managerial tasks within the institute	Demonstrates motivation to contribute to organisational and managerial tasks within the institute	Demonstrates motivation to contribute to organisational and managerial tasks within the institute
	Collaboration	Interview	Demonstrates ability to function in a diverse, international environment	Demonstrates ability to function in a diverse, international environment	-
	Communication	Interview (+CV, motivation letter)	Is a good written and oral communicator	Is a good written and oral communicator, can explain	Is a good written and oral communicator, can explain

concepts to a bachelor level audience

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Criterion	Indicator	Evidence to be submitted	Level		
			<b>Research-focused path (U-line): UD2</b>	<b>Education-focused path (U-line): UD2</b>	<b>Education path (D-Line): D4</b>
	Courses followed	Interview, list of courses on Dutch language completed / ongoing	Has a good command of English and (a non-native speaker is willing to learn) Dutch; shows motivation to attend relevant and mandatory courses	Has a good command of English and (a non-native speaker is willing to learn) Dutch; shows motivation to attend relevant and mandatory courses	Has a good command of English and (C1-level) in Dutch