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Biomedical Research
& Technology Centre



PROGRAMME
RESEARCH, INNOVATION
AND DIGITALIZATION FOR
SMART TRANSFORMATION

Selection Criteria for Junior Group Leaders in Life Sciences

(OTM-R Aligned)

1. Scientific Excellence and Research Independence

Essential

- PhD
- Outstanding PhD/postdoctoral research track record relative to career stage
- Demonstrated scientific independence or clear trajectory toward independence
- High-quality peer-reviewed publications with significant contribution and impact
- Evidence of innovative and original scientific thinking
- 1 –10 years of experience since completing their PhD

Desirable

- Publications as first, co-first, or corresponding author in internationally recognized journals
- Experience leading independent projects or work packages
- Recognition through awards, fellowships, invited talks, or scientific distinctions

2. Research Vision and Strategic Fit

Essential

- Clear, ambitious, and feasible research program in cancer or rare-disease research
- Alignment with the host institution's scientific priorities and infrastructure
- Potential to establish an internationally competitive research group

Assessment Focus

- Scientific originality
- Translational relevance and/or clinical impact
- Long-term sustainability and scalability of the research agenda
- Interdisciplinary potential



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3. Funding Potential and Resource Management

Essential

- Demonstrated ability to contribute to competitive grant applications
- Understanding of research budgeting and project planning

Desirable

- Previous success in obtaining fellowships, seed grants, or competitive funding
- Strong potential to secure national and international grants (e.g., ERC Starting Grant, Horizon Europe, EMBO, NIH, CRUK, etc.)

Assessment Focus

- Realism of funding strategy
 - Capacity to build sustainable research programs
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4. Leadership, Mentoring, and Team Development

Essential

- Evidence of leadership potential in a research environment
- Commitment to mentoring students and early-career researchers
- Ability to foster an inclusive, collaborative, and supportive research culture

Desirable

- Prior supervision of MSc, PhD, or junior postdoctoral researchers
- Experience coordinating collaborative or multidisciplinary teams

Assessment Focus

- Leadership philosophy
 - Communication and interpersonal skills
 - Commitment to equality, diversity, and inclusion (EDI)
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5. Collaboration and Interdisciplinarity



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Essential

- Demonstrated ability to work collaboratively across disciplines
- Capacity to engage with translational, clinical, computational, or technological platforms where relevant

Desirable

- Existing collaborations with clinical, industrial, or international partners
 - Experience in consortium-based or multicentre research
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6. Commitment to Open Science and Research Integrity

Essential

- Commitment to high standards of research ethics and integrity
- Understanding of reproducibility, data stewardship, and responsible research practices

Desirable

- Experience with:
 - Open data or FAIR data principles
 - Preprints and open-access publishing
 - Reproducible computational workflows
 - Patient/public engagement activities

Assessment Focus

- Alignment with institutional Open Science policies
 - Ethical handling of sensitive biomedical or patient-related data
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7. Teaching, Training, and Scientific Communication

Essential

- Ability to communicate complex scientific concepts effectively
- Commitment to training the next generation of scientists



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Desirable

- Teaching or curriculum-development experience
- Experience organizing workshops, seminars, or outreach activities

Assessment Focus

- Presentation quality during interview/seminar
 - Ability to communicate across scientific and non-scientific audiences
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Evaluation table

Criterion	Point scale	Weight (%)
Scientific excellence & publications	1-5	30
Research vision & innovation	1-5	25
Independence & leadership potential	1-5	15
Funding potential	1-5	10
Collaboration & interdisciplinarity	1-5	10
Open science & integrity	1-5	5
Teaching & communication	1-5	5

Recruitment Stages

1. Eligibility screening
 2. External expert review of applications
 3. Shortlisting based on predefined scoring rubric
 4. Candidate seminar/research presentation
 5. Panel interview
 6. Final ranking and reference checks
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Application Documents

- Curriculum Vitae
 - Motivation letter (1 page)
 - PhD Certificate / Doctoral Diploma
 - Research/vision statements (2-3 pages)
 - Selected publications
 - Funding and projects history
 - Contact details of at least two referees
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