**Introduction**

The shortlisting assessments for NIHR ACF posts should be appropriate for appointment to the ACF in the specialty and at the training level advertised. Each application should be rated as either “Shortlisted” or ‘Not Shortlisted’ for interview to the particular Integrated Clinical Academic Training post.

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| **Clinical experience:** Select appropriate evidence of experience relevant to ACF post entry level  |
|  Criteria | No evidence | Minimum relevant clinical experience | Average relevant clinical experience | Above average relevant clinical experience | - |  /3 |
| Score | 0 | 1 | 2 | 3 |   |
|   |   |   |   |   |   |   |
| **Degree in a relevant subject area:** Only score the highest degree awarded \* BSc/BA/MSc/MRes or equivalent |
|  Criteria | No evidence | 2-1 Intercalated Degree\* | 1st Intercalated Degree\* | MPhil/PhD/MD in a relevant subject area | - | /3 |
| Score | 0 | 1 | 2 | 3 |   |
|   |   |   |   |   |   |   |
| **Prizes:** Awarded appropriate prizes |
|  Criteria | No evidence | One or more undergraduate | One or more post-graduate  | - | - | /2 |
| Score | 0 | 1 | 2 |   |   |

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| **Teaching experience:** Score formal teaching role where evidenced or higher education teaching qualification such as a FHEA |
|  Criteria | No evidence |  Formal teaching role |  Any higher education teaching qualification | - | - | /2 |
| Score | 0 | 1 | 2 |   |   |

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| **Evidence of Scientific publications** |
|  Criteria | No evidence | Good quality published abstract(s) as a co-author | Several good quality published abstracts as a first author | Publication(s) in a major journal as a co-author | Publication(s) in a major journal as a first-author | /4 |
| Score | 0 | 1 | 2 | 3 | 4 |
|   |   |   |   |   |   |   |
| **Evidence of Scientific Presentations** |
|  Criteria | No evidence | Limited to local/regional levels | National level | International level | Several presentations at international level | /4 |
| Score | 0 | 1 | 2 | 3 | 4 |

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| **Language Skills and content of evidence**: Assess the written English and how applicants link their experience to the post they are applying for |
|  Criteria | No evidence of competence in written English | Competence in and reasonable use of written English  | Competence in and reasonable use of written English some evidence relevant linked application | Clear and concise use of appropriate written English, provides relevant evidence throughout  |  - | /3 |
| Score | 0 | 1 | 2 | 3 |   |
|   |   |   |   |   |   |   |
| **Academic experience:** Rate a subjective assessment of academic experience balancing achievements with career stage. For example, an applicant currently in their FY2 year with the same quantifiable academic achievements (publications, prizes, degrees etc) as an applicant at ST3 level would score highly |
|  Criteria | No evidence of relevant academic experience | Evidence of minimum relevant academic experience | Evidence of average relevant academic experience | Evidence of above average academic experience | -  | /3 |
| Score | 0 | 1 | 2 | 3 |   |
|   |   |   |   |   |   |   |
| **Academic potential:** Rate a subjective assessment of academic potential balancing achievements with career stage. |
| Criteria | No evidence of relevant academic potential | Evidence weak | Evidence limited | Evidence ample | Evidence outstanding | /4 |
| Score | 0 | 1 | 2 | 3 | 4 |

 **Shortlisting Outcome Total score = /28**

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| Select: | Not Shortlisted for ACF Interview | Shortlisted for ACF Interview |