

## Postdoc Rubric

This is meant to help the team evaluate applications, it is shared with candidates to help them prepare their applications. There is no expectation that any candidate will score highly in all categories. This will be used as a guide, not as a way to assign candidates a specific numerical score. Candidates either not providing any evidence pertaining to, or scoring poorly on, items marked with a \* are not expected to be successful.

### Publications Authored or Co-authored by the applicant

- \*Does the applicant have first-author papers directly related to (some of) the topics of the project?
- Has the applicant co-authored papers directly related to (some of) the topics of the project?
- Are the applicant's papers in well-regarded journals (e.g. Geophysics, GJI, Geophysical Prospecting, SIAM)?
- Does the applicant have papers in peripherally-related fields (e.g. medical imaging, other branches of physics/math/engineering)?

### \*Communication

- Are the CV and other documents clearly organized
- Is the English in these documents of good quality?
- Are their papers clearly written and well illustrated?

### Research statement

- Does the applicant put their work in context?
- Are they solving problems relevant to their immediate field and immediately adjacent fields? Can they articulate this?
- Is their past work related to the current project?
- Is their past work incremental or innovative?

### \*Cover Letter Addressing the position

- Does the applicant specifically state how their past expertise will help them to contribute to this project?

### Reference letters:

- \*Do the letters mention any red flags or important issues?
- Do the letters indicate that the candidate has the necessary technical capabilities?
- Do the letters indicate that the candidate works hard and (reasonably) independently?
- Do the letters indicate that the candidate works well in a team?
- Do the letters indicate that the candidate has leadership potential?

### CV

- \*Does the applicant demonstrate good coding expertise and experience?
- Are there gaps they would want to fill while they're here? Do we have the resources to help them fill those gaps?
- Does the applicant have skills and expertise that complement those of the current team?

- Does the applicant demonstrate that they already possess the knowledge, understanding and experience of the topics required to be successful in this PDF position?
- Does the applicant show sufficient promise/potential to be able to rapidly gain the necessary knowledge, understanding and capabilities to be successful in the position?
- Does the applicant demonstrate skills/experience in any of the following:
  - Elastic wave modelling
  - Electromagnetic wave modelling
  - Inverse problems
  - Optimization (particularly global optimization)
  - Experience with seismic or EM field datasets