



Selection of a new PhD student

In the selection process it is important to know what qualities (knowledge, skills, and personality characteristics) a new PhD student needs to possess to make their project successful: the *selection criteria*. It is also important to organize the *selection process* in such a way that the PhD student who is finally selected is the optimal choice given the selection criteria (see the handout 'Interview and Selection procedure').

Profile of the new PhD student

Please describe the most important qualities that the next PhD student that you would like to hire should possess.

	Qualities of the PhD student you would like to hire
Knowledge A Masters degree in the field is generally obligatory. However, consider carefully how narrow the field needs to be defined. The more specific the description of the field, the smaller the pool of potential applicants.	
Skills. Certain skills may be necessary to give the PhD project a quick start. Apart from basic academic skills the PhD project may require specific computer skills, lab skills, interview skills, etc. For skills also it is worthwhile to consider carefully how specific the criteria need to be, or whether providing some tailored training in the first year is a good option.	
Personality characteristics. PhD students preferably have characteristics that make them fit for pursuing a 4-year project without too many problems. They must also be compatible with their supervisors, and fit in the existing research team	