**Applicant Scoring Guidelines October 2019**

*Please note: This document is based on the Turing Data Study Group applicant selection scoring guide by Kirstie Whitaker, Alex Bird and the Turing DSG executive team under a CC-BY license.*

Scoring should take around 5-10 minutes per applicant. Please do not spend more than 10 minutes assessing each individual. Your time is valuable and at least two members of the data study group executive team will score each person.

Please score applicants on the following criteria. You will be asked to provide 5 scores for a maximum score of 10. More details and examples are provided below. In addition, you can indicate via a yes/no tick box if an applicant has facilitator potential or exceptional ability using the trump box.

* Technical Ability (range: 0 - 3)
* Collaborative Ability (range: 0 - 2)
* Fit (range: 0 - 2)
* Benefit to Participant (range: 0 - 1)
* Benefit to Partner Organisation (range: 0 - 2)

**Technical ability**

Assign each applicant a score between 0 and 3, taking into consideration their career stage.

Note that technical ability can be conceptualised as either creating computer programs or designing and applying statistical modelling processes (or, likely, a combination of the two).

Please use any answers that the applicant has provided to answer this question, but in particular the question about their technical experience and their CV.

* 0 - this applicant has not demonstrated sufficient technical ability to take part in the data study group.
  + Examples of scores of 0 would be people applying with no programming skills, or applications that are incomplete and do not address this point.
* 1 - this applicant has the baseline technical ability to take part in the data study group.
  + Examples of scores of 1 would be people who have completed some training in just one programming language that is useful for data science such as R and Python , or applications that say they have experience but do not provide any evidence.
* 2 - this applicant has good technical ability and would be capable of conducting analyses during the data study group.
  + Examples of scores of 2 would be people who have intermediate experience in one programming language and who have applied this to writing relevant code of their own, knowledge of standard data science algorithms and their application.
* 3 - this applicant has high technical ability and would be a technical asset to the data study group team.
  + Examples of scores of 3 would be someone who has experience of a wide range of problem classes, and is an expert in a given model class, perhaps including novel contributions. In the exceptional case, the person does not have extensive modelling experience but is a domain expert in an area particularly applicable for one of the challenges.

**Collaborative ability**

Assign each applicant a score between 0 and 2, taking into consideration their career stage.

Collaborative ability is difficult to define, but you should know it when you see it. For the purposes of scoring these applications, we’re looking for evidence of “playing well with others”. That can be through writing, communication or visualisation skills, through project management, or activities that seek to include others in a group.

Please use any answers that the applicant has provided to answer this question, but in particular the question about their collaborative experience and their personal motivations to participate.

* 0 - this applicant has not demonstrated sufficient collaborative ability to take part in the data study group.
  + Examples of scores of 0 would be people applying with no experience of working with others and no indication of their desire to work in this environment, or applications that are incomplete and that do not address this point.
* 1 - this applicant has the collaborative ability to take part in the data study group and understands the importance and skills required to benefit group dynamics
  + Examples of scores of 1 would be people who have worked in groups before, respect and appreciate others, and demonstrate some understanding of the benefit of group work for events such as DSGs.
* 2 - this applicant has high collaborative ability and would bring substantial benefit to the group dynamics.
  + Examples of scores of 2 would be people who can clearly explain how they have solved challenges related to working in a team with a diverse range of skills and backgrounds. The person should know how to bring the best out of themselves and others in the group setting. We’re looking ideally for people who believe personal achievement is subordinate to ensuring the best outcome for the group.

**Fit**

Assign each applicant a score between 0 and 2.

The point of this score is to build a supportive and engaged data study group community. Fit is very challenging to define and particularly susceptible to implicit biases, but for our purposes the question you’re answering is “Would you like to be in a group with this applicant?” Remember that there are many different roles that should be filled in a collaborative group, so we do not want everyone to be the same (and especially not the same as you!)

Please use any answers that the applicant has provided to answer this question, including your impression of the effort that they have put into their application.

* 0 - I would not like to work in a group with this applicant.

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* + Examples of scores of 0 would be people who appear selfish or to have misunderstood the point of the data study group as a collaborative work week.
* 1 - I would not mind working in a group with this applicant.
  + Examples of scores of 1 would be people who seem to have put effort into their application and who bring some useful technical skills, but whose personality is difficult to assess from their answers.
* 2 - I would like to work in a group with this applicant.
  + Examples of scores of 2 would be people who have put a lot of effort into their application and seem to clearly understand the point of a data study group as a collaborative work week, they are likely to want to learn from others or to share their skills.

**Benefit to the participant**

Assign each applicant a score between 0 and 1.

One of the goals of a data study group is to educate the next generation of data scientists. Another is to allow current researchers the opportunity to access data that they would not usually have the opportunity to work with. The point of this score is to estimate the benefit to the applicant of their joining the data study group. Does this person have a clear, well-calibrated expectation of the DSG?

Please use any answers that the applicant has provided to answer this question, including your impression of the effort that they have put into their application.

* 0 - No clear benefit to the participant of joining the data study group.
  + Examples of scores of 0 would be people whose personal goals for participating do not align with the challenges. For example if an applicant wants to test their own analysis pipeline for neuroimaging data and we do not have a challenge related to brain images, they are not well aligned with participation in this data study group.
* 1 - Benefit to the participant of joining the data study group.
  + Examples of scores of 1 would be people whose interests are particularly well aligned with the challenges for this data study group and people who are clear on what they want to get out of the DSG (and their expectation is reasonable). They will usually be participants who understand the point of a data study group and are prepared to benefit from the week at the Turing.

**Benefit to the partner organisation**

Assign each applicant a score between 0 and 2.

One of the goals of a data study group is to provide creative and exciting data science solutions to our partner organisations. The point of this score is to estimate the benefit to one of the partner organisations of this applicant working on their challenge during the data study group.

Please use any answers that the applicant has provided to answer this question, particularly their CV as it is likely to give you an understanding of the skills they use on a regular basis.

* 0 - No clear benefit to a partner organisation of this applicant working on their challenge.
  + Examples of scores of 0 would be people whose technical and collaborative expertise do not align with any of the challenges. For example, if an applicant has no real world data science ability and is unable to articulate what they would bring to a team.
* 1 - Moderate benefit to a partner organisation of this applicant working on their challenge.
  + Examples of scores of 1 would be people who have good technical skills but they do not seem immediately transferable to any DSG challenge or lack practical modelling experience.
* 2 - High benefit to a partner organisation of this applicant working on their challenge.
  + Examples of scores of 2 would be people who have particularly well aligned technical skills or domain expertise for one or more of the challenges for this data study group. For example, if an applicant works on the same overarching research question (eg: predicting future behaviour from social media data) or analysis technique (eg: deep learning) that is required for one of the challenges. Alternatively, this person may be someone we have good reason to believe will make significant contributions to the project given their technical background, experience and collaborative skills.

**Potential facilitator (Y/N)**

This column intends to flag potential candidates for facilitators.

* Y - this person has demonstrated strong collaborative and leadership skills and would make a good facilitator.

Please only flag people you think that are great facilitator material, for those you are not sure or do not consider as good potential facilitators, leave it blank.

### ​ Ideal facilitators

A good potential facilitator should possess the following qualities:

* Demonstrated great collaborative skills and experience in working in a team setting.
* Excellent communication skills, and demonstrates potential to work as a “glue” between different disciplines and diverse styles.
* Shows appreciation of working with a diverse group of people, and some indication of good mentoring aptitude.
* It is preferable that the person has experience organising or leading teams before (but do not show arrogance or signs of dominance).