# Application Rubric

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| **Criterion** | **0** | **1** | **2** | **3** |
| **Genuine interest in career** | Satisfies any of these criteria:   * Says they are not interested in a career; or * Interest in career is not believable; or * Statements of interest are copied from other people. | Satisfies any of these criteria:   * Is interested in learning about Information Security to further their current job (in a related field such as developer, system administrator, engineer, etc.); or * Thinks the conference sounds cool but is unable to demonstrate how it would progress their career; or * Already has a career in Information Security. | Demonstrates 2 or more of the below or similar:   * Frequent attendee at Information Security meetups; or * Has considered further study either via university or certifications (OSCP, etc.); or * May have applied for or hold a junior role in Information Security; or * Bug bounty researcher; or * Knows the basics of industry terms (what is a Penetration Tester, social engineer, bug bounty hunter) - i.e. they use industry jargon in their application form, not uninformed descriptors). | Demonstrates 3 or more of the below or similar:   * Frequent attendee at Information Security meetups; or * Has considered further study either via university or certifications (OSCP, etc.); or * May have applied for or hold a junior role in Information Security; or * Bug bounty researcher; or * Knows the basics of industry terms (what is a Penetration Tester, social engineer, bug bounty hunter) - i.e. they use industry jargon in their application form, not uninformed descriptors); or * Meets 1 or more of the above, however has identified significant barriers to getting into the industry |
| **Passion for Information Security** | Satisfies any of these criteria:   * Says they are not interested in Information Security; or * Interest in Information Security is not believable; or * Statements of interest are copied from other people. | * Expresses a mild interest in Information Security and does not satisfy any criteria in the other levels; or * Expresses a mild interest in Information Security but does not elaborate on how they are actively seeking out opportunities. | Does not satisfy any of the below criteria but demonstrates a strong desire to do so (1 or 2 of these). For example, mentioning that they know about them but aren't sure how to get into them; or  Demonstrates 1 to 2 of the below or similar:   * Participates in or indicates strong desire to participate in the community (such as Slack Teams, Twitter); or * Participates in CTFs; or * Has a blog, or publishes independent research on anything Information Security related; or * Publishes/Contributes low to moderately to OSS security tools; or * High and believable levels of enthusiasm. | Does not satisfy any of the below criteria but demonstrates a strong desire to do so (3 or more of these). For example, mentioning that they know about them but aren't sure how to get into them; or  Demonstrates 3 or more of the below or similar:   * Participates in or indicates strong desire to participate in the community (such as Slack Teams, Twitter); or * Participates in CTFs; or * Has a blog, or publishes independent research on anything Information Security related; or * Publishes or strong contributions to OSS security tools; or * High and believable levels of enthusiasm. |
| **Diversity or financial need** | Satisfies any of these criteria:   * Already working in a full-time non-junior role within Information Security; or * Established presence in the community; or * Demonstrates monetized Information Security resources – e.g. Patreon with significant contributions | * Low fulfilment of criteria for diversity or financial need. | * Medium fulfilment of criteria for diversity or financial need. | * High fulfilment of criteria for diversity or financial need. |
| **Humility, respect and empathy** | * Uses any form of derogatory or demeaning language in their application or on their social media. | * Is not willing to learn about the experiences of people from backgrounds other than their own; or * Completely misunderstands the question. | * Somewhat demonstrates an interesting in learning from others within the community; and * Somewhat demonstrates open-mindedness; or * Seems likely to not exhibit unkindly behaviour. | * Clearly demonstrates an interesting in learning from others within the community; and * Clearly demonstrates open-mindedness; and * Seems likely to not exhibit unkindly behaviour. |

**In order for an application to be successful, the applicant must:**

* Score a 2 or higher in Humility, Respect and Empathy; and
* Score a minimum of 1 across all other criteria.

**Notes:**

* For contributions or active development of tools, please ensure this is validated, if tools are not open-source (internal work project etc.) A brief description of the tool and it’s application and relevancy should be included by the participant
  + This is to avoid people claiming they have contributed to tools but it turns out they did changes that don’t actually contribute to the project. I.e. changing open to with open (for my Python friends)