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| **FOR RESEARCH-ORIENTED**  **PROMOTION TO ALL RANKS OF THE RESEARCH SCIENTIST GRADE** | | | | |
| **INDICATE RANK APPLIED FOR** |  | **STATUS** |  |  |

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| **SUMMARY SCORE SHEET** | | | | | |
| **KEY ELEMENTS** | **Maximum score** | **Weighted proportions** | **Candidate's Raw Score** | **Allowable Max Score** | **Candidate's Weighted Score** |
| Teaching/Training (TT) | 100 | 10 |  |  |  |
| Research and Scholarly Contributions (RSC) | 100 | 55 |  |  |  |
| Commission and Public Service (CPS) | 100 | 15 |  |  |  |
| Resource Mobilisation, Commercialisation, and Technology Transfer (RMCIT) | **100** | 20 |  |  |  |
| **TOTAL** |  |  |  |  |  |
| **Minimum Overall Score for Promotion** | SRS = 50% | PRS = 60% | CRS =75% |  |  |

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| **Teaching and Training (TT)** | | | | | | |
| **Select any four (4) or more indictors** | |  |  |  |  |  |
| **No.** | **Indicator** | **sub-indicator** | **Scoring per unit** | **Qty** | **Candidate Score** | **Allowable Max = 20** |
| 1 | Teaching (Part-time lecturing at the University) | One course per year | 5 |  |  |  |
| 2 | Development/ Update of Curricula/Teaching/ Training Materials | One curriculum | 5 |  |  |  |
| One training document | 5 |  |  |  |
| 3 | Thesis/Project Supervision | One PhD Candidate supervised | 5 |  |  |  |
| One MPhil | 3 |  |  |  |
| One MSc/MBA | 2 |  |  |  |
| One BSc | 1 |  |  |  |
| 4 | Mentoring/Supervision/ Training/ Hosting of postdoctoral, IAEA fellows, scientific visitors, subordinates, interns and national service persons | Less than 1 year training (Postdoc/IAEA fellow) | 1 |  |  |  |
| One year & above training (Postdoc IAEA fellow) | 2 |  |  |  |
| One training course for subordinates | 3 |  |  |  |
| One training course for Intern | 1 |  |  |  |
| One training course for NSP | 1 |  |  |  |
| 5 | Workshop/Training Instructor/Facilitator/ Resource Person | Facilitator/ Instructor/ Resource Person (per training course) | 1 |  |  |  |
| 6 | Continuous professional development | One Additional Degree/ Diploma certificate | 10 |  |  |  |
| One Non-Degree/ Non-Diploma Professional certificate. (certificate for participation excluded) | 5 |  |  |  |
| Evidence of participation including certificate for participation (per workshop/ training/ conference) | 1 |  |  |  |
|  | **TOTAL** |  |  |  |  |  |
|  | **\* compulsory** |  |  |  |  |  |

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| **Research and Scholarly Contributions (RSC)**  **Service-Oriented Scientist** |

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|  |  | **Minimum additional/new numbers** | | |  |
| **KEY ELEMENTS** | **Detail** | **To SRS** | **To PRS** | **To CRS** | **Candidate's Submitted number** |
| New Refereed Journal Articles | All journal articles | **10** | **12** | **14** |  |
| Scopus and/or Web of Sciences (WoS) | 5 | 6 | 7 |  |
| Approved Journal (AJ) | 5 | 6 | 7 |  |
| First/Corresponding Authorship of journal articles | At least | 5 | 6 | 7 |  |

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| **in addition to Articles in Refereed Journal Select any 4, 5, or 6 other publications when applying for SRS, PRS or CRS respectively,** | | | | |
| **KEY ELEMENTS** | **Unit score** | **Qty** | **Candidate's score** | **Allowable Max** |
| Article in Refereed Journal\* | 6 |  |  |  |
| Book | 15 |  |  |  |
| Chapter (s) in a Book | 6 |  |  |  |
| IAEA publications | 5 |  |  |  |
| Classified document (to be defined) | 5 |  |  |  |
| Handbook | 4 |  |  |  |
| Technical Report (Accepted) | 4 |  |  |  |
| Edited Conference Paper | 3 |  |  |  |
| Newspaper/Newsletter article | 3 |  |  |  |
| Non-Refereed Journal Paper | 2 |  |  |  |
| Unedited Conference Paper/Poster Presentation | 2 |  |  |  |
| **TOTAL** | **55** |  |  |  |
| \* compulsory |  |  |  |  |

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| **Commission and Public Service (CPS)** | | | | | | |
| **No.** | **Indicator** |  | **Scoring**  **(Points)** | **Qty** | **Candidate Score** | **Allowed**  **Max (20)** |
| ***Service to the Commission (CS)*** | | | | | | |
| 1 | Administrative activities (Leadership or management positions) | Deputy Director General | 30 |  |  |  |
| Director | 25 |  |  |  |
| Deputy Director | 20 |  |  |  |
| Centre Manager/ HOD | 15 |  |  |  |
| Head of labs/Programme Coordinators | 10 |  |  |  |
| Project Leader/ Coordinator | 10 |  |  |  |
| Acting beyond months but less than 6 months 30% |  |  |  |  |
| Acting beyond one month but less than three months 20% |  |  |  |  |
| 2 | Membership of Editorial Boards of Commission’s journal | Chairman/ Editor-in-Chief | 10 |  |  |  |
| Associate Editor/ Editor | 9 |  |  |  |
| Secretary | 8 |  |  |  |
| Member | 4 |  |  |  |
| 3 | GAEC/ Institute Representation E.g. Coordinator Liaison Officer for exhibition | Representative//Coordinator/Liaison Officer | 5 |  |  |  |
| 4 | Organizer of Workshop/ Training Course/ Special Seminar Organizers/ Response Teams | per activity | 3 |  |  |  |
| 5 | Sensitization/ Outreach programmes or activities/ Consultancy (Schools, media, documentaries, community, industry other institutions) | per activity | 5 |  |  |  |
| 6 | Membership of Permanent/ Statutory Committees/Boards | Chairman | 10 |  |  |  |
| Member | 8 |  |  |  |
| In attendance (regular) | 8 |  |  |  |
| 7 | Membership of Ad-hoc Committees | Chairman | 8 |  |  |  |
| Member | 6 |  |  |  |
| In attendance/ co-opted members (regular) | 6 |  |  |  |
| 8 | Editing of Pamphlets, Journal, Books, Classified Documents, etc. | One Pamphlets/ Journal Articles | 2 |  |  |  |
| One Book = 3 – 9 | 9 |  |  |  |
| One Classified Document | 5 |  |  |  |
| 9 | Internal Examiner for University (UG/SNAS) | per appointment | 5 |  |  |  |
| 10 | Developing/updating leaflets, brochures, fliers, newsletters, databases, or websites | Developing leaflets, fliers, newsletters, databases, website (per item) | 10 |  |  |  |
| Updating leaflets, fliers, newsletters, databases, website (per item) | 5 |  |  |  |
| 11 | Other GAEC Community Services (SOPs, Cabinet Memo, Grant/ Business Proposals, etc.) | per document or activity | 2 |  |  |  |
| **No.** | **Indicator** |  | **Scoring (Points)** | **Qty** | **Candidate Score** | **Allowed Max (20)** |
| ***Service to the Public (National and International Communities) - PS*** | | | | | | |
| 12 | Membership of National/ International Board/ Committee/Technical Working Groups/ AFRA and other National/ International Projects | Chairman/ Coordinator | 10 |  |  |  |
| Member | 6 |  |  |  |
| Secretary | 8 |  |  |  |
| National Liaison Officer | 15 |  |  |  |
| Asst. National Liaison Officer | 10 |  |  |  |
| National Project Counterparts (per project) | 5 |  |  |  |
| AFRA coordinator (per project) | 5 |  |  |  |
| Project Manager/ co-ordinator/ leader (per project) | 5 |  |  |  |
| 13 | Membership of Editorial Boards of recognized journals | Chairman/ Editor-in-Chief | 10 |  |  |  |
| Managing Editor | 9 |  |  |  |
| Editor/ Associate Editor | 9 |  |  |  |
| Member | 5 |  |  |  |
| Secretary | 8 |  |  |  |
| 14 | Reviewer of Journal Articles | per journal article | ***5*** |  |  |  |
| 15 | External Examiner for Universities/ Tertiary Institutes | per appointment | 5 |  |  |  |
| 16 | Invigilator of External Examinations | per examination (e.g., WASSCE, BECE) | 5 |  |  |  |
| 17 | External Assessor for Promotions | per appointment | 5 |  |  |  |
| 18 | Keynote speaker/ panelist/ guest speaker (Conferences, webinar, forum, public lectures etc.) | per activity | 2 |  |  |  |
| 19 | Leadership in Professional Associations | President/ Chairman | 10 |  |  |  |
| Secretary | 8 |  |  |  |
| Council Members/ Other | 6 |  |  |  |
| 20 | Extension Work in Communities | per project or activity | 5 |  |  |  |
| 21 | Technical and consultancy work | per contract or group | 3 |  |  |  |
| 22 | Expert Mission | per mission | 5 |  |  |  |
| 23 | Visiting Scholar | per institution | 5 |  |  |  |
| 24 | Special/ Recognition Awards | per award | 10 |  |  |  |
| 25 | Identifiable contribution to GAEC as a Traditional/Religious Leader/ Assembly Member/ DCE/ MCE/ MP/ Minister etc | per position | 5 |  |  |  |
| 26 | Patron of recognized Professional association | per association | 2 |  |  |  |
| 27 | Supervisor/ Enumerator/ Returning Officer/ Polling Agent/ Observer (National or international elections) related to a scientific professional body or activity | per election | 2 |  |  |  |
|  | **TOTAL** |  |  |  |  |  |
|  | **\* compulsory** |  |  |  |  |  |

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| **Rank** | **Selection Criteria** | | **Maximum Score for Rank** |
| **No. of indicators needed\* (CS)** | **No. of indicators needed (PS)\*\*** |
| Research Scientist to Senior Research Scientist | **3** | **2** | **100** |
| Senior Research Scientist to Principal Research Scientist | **4** | **4** | **160** |
| Principal Research Scientist to Chief Research Scientist | **4** | **6** | **200** |
| *Maximum Score for each indicator is 20 marks/points* | | | |
| *CS – Service to the Commission; PS – Public Service* | | | |
| *RS – Research Scientist; SRS – Senior Research Scientist; PRS – Principal Research Scientist; CRS – Chief Research Scientist* | | | |
| *\*Indicators refer to #1 – 11 in Table 6(a)* | | | |
| *\*\* Indicators refer to #12 – 27 in Table 6 (a)* | | | |

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| **Resource Mobilisation, Commercialisation, and Technology Transfer (RMCIT)** | | | | | | |
| **Select any five (5) of the indicators** | |  |  |  |  |  |
| **No.** | **Indicator** |  | **Scoring** | **Qty** | **Candidate Score** | **Allowable Max** |
| 1 | Development of Commission Policy Documents | per document | 3 |  |  |  |
| 2 | Expert Technical Support to Program/Project | per project | 2 |  |  |  |
| 3 | Patent (invention/technology/product) | per invention | 20 |  |  |  |
| 4 | Development of Technology and Design of Prototype | per technology | 10 |  |  |  |
| 5 | Training of beneficiaries in the use of New Technology | per activity | 2 |  |  |  |
| 6 | Adapting an existing Technology for Transfer | per technology | 4 |  |  |  |
| ***Income generating activities at the current rank*** | | |  |  |  |  |
| 7 | Between US $2000.00 - $5000.00 (equivalent) |  | 3 |  |  |  |
| 8 | Between US $5000.00 - $20000.00 (equivalent) |  | 5 |  |  |  |
| 9 | Between US $20000.00 - $50000.00 (equivalent) |  | 10 |  |  |  |
| 10 | Between US $50000.00 - $100000.00 (equivalent) |  | 15 |  |  |  |
| 11 | Between US $100000.00 - $150000.00 (equivalent) |  | 20 |  |  |  |
| 12 | Between US $150000.00 - $250000.00 (equivalent) |  | 25 |  |  |  |
| 13 | Above US $250000.00 |  | 30 |  |  |  |
|  | **TOTAL** |  |  |  |  |  |
|  | \* compulsory |  |  |  |  |  |