

UKFS-CDT Shortlisting Guidelines

Requirements for short-listers: All short-listers are required to take or refresh their unconscious bias training in advance of the recruitment process.

Shortlisting: We are considering applicant's i) experience in research (academic or workplace) relevant to the UK food sector, ii) academic record, and iii) personal statement in the CDT application form. We are looking for students with evidence of strong academic and/or workplace achievement and an aptitude for interdisciplinary food systems research. We would expect that students that we interview to have:

- **A strong academic or workplace record**

- Academic track: at least a BSc or BA 2i (60+%) (or international equivalent) with a reasonable proportion of “higher 2i scores” (67%+) or MA/MSc/MRes Distinction. Workplace experience complements academic record. Need to demonstrate research experience in the academic setting.
- Workplace track: evidence of research-relevant experience that can effectively translate to potential PhD research competence and success e.g., proposal development, data collection and/or analysis, project reporting, stakeholder engagement, communication, dissemination. Academic experience complements workplace record.

NB: To minimise unconscious institutional bias, short-listers are recommended to score based on candidate's past experience and avoid forming bias associated with short-listers' prior knowledge of academic or workplace institution's reputation, entry requirements, brand acknowledgement, etc.

- **Strong motivation for PhD** – preferably evidenced by proactively seeking out research experience: demonstrative experience or capacity-building in e.g., research design, research ethics, data management, analysis, reporting, dissemination as part of a degree or workplace program is ideal. Examples are indicative and not exclusive.
- **A well-written personal statement** – preferably indicating their UKFS-CDT research interests.
- **Favourable personality or intellectual traits** – such as independence, maturity, initiative, fortitude, perseverance, enthusiasm, cogency and others, important in successful completion of a PhD programme. These traits will preferably be evidenced in academic or workplace experiences.
- **Demonstrated aptitude for and/or experience of interdisciplinarity** – such as the integration of concepts or methods from various disciplines in order to arrive at **new** approaches, knowledge and solutions. Aptitude, achievement and interest in social sciences (including arts and humanities) and natural sciences is a strong plus.

Short-listers are expected to exercise personal judgement, in order to recruit candidates from diverse academic and workplace experience. The possibilities are vast and not easily distilled into simple categories.

Scoring table: Scoring ranges from 4 (Definitely interview) to 1 (Does not meet minimum requirement). Please provide interval scores only.

Minimum entry requirement		
PhD research applicants will <i>normally</i> be required to hold a first or upper-second class UK Bachelor’s degree in an appropriate subject, or a recognised taught Master’s degree. Overseas qualifications of an equivalent standard from a recognised higher education institution are also accepted.		
Academic track	Workplace track	Score
<p>1st Class OR [Upper 2i (60+% BSc/BA or equivalent WITH Distinction MSc/MA] AND extensive research experience AND demonstrated interest and evidence of interdisciplinary work/capability to work across social and natural sciences AND excellent statement of interest in the UKFS-CDT PhD programme AND summer placement(s) or placement year with food system stakeholder(s) (e.g. Industry, government, etc.)</p> <p>Exceptional achievements e.g., Dean’s List/other Academic Prizes, first author of paper in a good journal, top student in a programme</p>	<p>Workplace experience within UK food system AND extensive research-relevant experience at workplace AND demonstrated interest and evidence of interdisciplinary work/capability to work across multiple stakeholders (e.g. Industry, government, etc.) AND demonstrated interest and evidence of capability to work across social and natural sciences AND excellent statement of interest in the UKFS-CDT PhD programme AND 1st Class OR [2i (60%) BSc/BA or equivalent WITH Distinction MSc/MA]</p> <p>Exceptional achievements e.g., Run their own food systems-based start-up company or have exceptional industry experience.</p>	<p>4 = Definitely Interview</p> <p>NB: 4/4 = “exceptionally well suited to the programme” and should be used rarely.</p>
<p>1st Class BSc/BA AND some research experience e.g., limited to extended undergraduate project AND very good statement of interest in the UKFS-CDT PhD programme AND interest and evidence of interdisciplinary work/capability across social and natural sciences AND summer placement(s) or placement year with food system stakeholder(s) (e.g., Industry, NGOs)</p>	<p>Workplace research experience within UK food system AND very good statement of interest the UKFS-CDT PhD programme AND some evidence of interdisciplinary interest, potential to work across social and natural sciences AND some/no academic research experience</p>	<p>3 = Likely Interview</p>

Academic track	Workplace track	Score
2i (60+%) BSc/BA (or equivalent) AND some research experience e.g., limited to extended undergraduate project AND very good statement of interest in the UKFS-CDT PhD programme AND interest and/or evidence of interdisciplinary work/capability across social and natural sciences AND some workplace experience	Same as above	3 = Likely Interview
2i (60+%) BSc/BA (or equivalent) AND very good Merit MSc/MA AND some research experience AND/OR interest and/or evidence of interdisciplinary work/capability across social and natural sciences AND no workplace experience	Same as above	3 = Likely Interview
1 st Class BSc/BA AND no research experience	Workplace experience with UK food system AND no research-relevant experience at workplace	2 = Unlikely to Interview
2i (60+%) BSc/BA (or equivalent) AND Merit MSc/MA AND research experience AND no interdisciplinary interest / potential to work across social and natural sciences	Workplace research experience with UK food system AND no interdisciplinary interest / potential to work across social and natural sciences	2 = Unlikely to Interview
2i (60+%) BSc/BA (or equivalent) AND no research experience	NO workplace experience with UK food system AND no research-relevant experience at workplace	1 = Does not meet minimum requirement
By personal judgement Exceptional achievements Less tangible, unusual skills	By personal judgement Exceptional achievements Less tangible, unusual skills	3 or 4 = Wild cards