

WCAT Shortlisting Matrix

This document sets out the shortlisting matrix that will be used to assess applications for recruitment to the Welsh Clinical Academic Track (WCAT) programme. Before applying, applicants should carefully read the person specification and ensure they have read and understood the information available about the WCAT programme, including the eligibility requirements and application process.

Guide to the scoring for applications

The panel will be provided with the following components of your application:

- Application ID Number
- Application (with name redacted)
- Curriculum Vitae (example below)
- Supporting Information
 - Past Academic Achievements (to be marked out of 10)
 - Personal Statement (to be marked out of 10)

The Panel are also asked to provide a Global Score (marked out of 10), on their overall impression of the suitability of a candidate for WCAT, taking in to consideration their experience, career stage and quality of the application.

Total score available = 30.

All other fields within the application form are hidden from the panel.

Scoring Scheme (0-10)

10	Exceptional. Very strongly meets all assessment criteria to the highest standard.
9	Outstanding. Very strongly meets all assessment criteria.
8	Excellent. Strongly meets all assessment criteria.
7	Very good. Meets assessment criteria well with minor weaknesses or limitations.
6	Good. Meets assessment criteria but with clear weaknesses or limitations.
5	Adequate. Meets assessment criteria but with significant weaknesses or limitations.
4	Weak. Meets assessment criteria poorly with major weaknesses or limitations.
3	Poor. Meets assessment criteria at a minimal level with major weaknesses or limitations.
2	Unsatisfactory. Does not meet one or more assessment criteria.
1	Very poor. Does not meet the assessment criteria.

Curriculum Vitae (CV)

HEIW will only accept CV information submitted through the relevant section of the Oriel application form.

The example below does not reproduce the Oriel form. It is provided as a guide to the information you will need to include and how it should be structured.

Education and Training

Please give details of any postgraduate medical qualifications/ other degrees (e.g. MD, PhD, MCEM, MRCP etc). Please state your exam status e.g. MCEM (A), MRCP (part 1). For an MD please state whether this is linked to your primary medical qualification or the result of an independent research thesis. Include here any relevant qualifications listed as desirable on the person specification. Please complete the table below:

Subject and Qualification	Place of Study	Grade / Result	Year

Research/Audit/QI

Applicants are asked to describe up to three key research activities that they consider most significant. This may include formal research roles or programmes (for example, an Academic Clinical Fellowship or a Master's degree project), as well as less formal research related activity undertaken alongside clinical training.

Examples may include clinical audits, service evaluations, feasibility work, or involvement in clinical or translational research studies. For each activity, applicants should clearly describe their level of involvement and responsibility, such as whether they led the work, contributed as part of a wider research team, or undertook the activity to develop specific research skills or methodologies.

Research position or project title	Institution Name	Dates	Brief description of your responsibilities and contributions in this role (max 50 words)

Research Outputs and Impact

Applicants should list up to five research outputs that they consider most significant. For each output, applicants should describe their role in the work and explain why the output is important or impactful. Applicants must clearly specify the type of output, selecting from the categories below:

- I. Abstracts.
- II. Conference proceedings
- III. Presentations
- IV. Patents
- V. Software or digital tools
- VI. Other outputs (please describe)

Examples of impact may include influence on clinical practice, policy, methodology, patient care, education, or further research. Applicants are encouraged to consider the principles of the San Francisco Declaration on Research Assessment (DORA) when selecting and describing their outputs.

Title	Type of Output	Peer-reviewed publications PMID or DOI (if relevant)	Brief description of the output, your specific role, and it's impact (max 50 words).

Publications

When detailing publications, applicants should use initials only for all authors' first names and clearly indicate their position in the authorship list by referring to themselves as APPLICANT.

A consistent and recognised citation format should be used. As a minimum, each reference should include: the publication title; full list of authors (in published order); journal title or conference proceedings; publication date; volume and issue number (where applicable); page numbers; and any relevant DOI, URL or other unique identifier.

All peer reviewed publications must include a PMID or DOI. Applicants should also clearly differentiate between output types (for example: journal articles, conference papers, book chapters, books, software or technical reports).

Up to 10 publications can be added.

Publication Title	Full list of authors (in published order)	Journal Title or conference proceedings	Publication Details (date, volume, issue, pages)	DOI/URL/Identifier

Prizes, Awards, Fellowships or Grant Funding

Please enter details of any prizes, awards, fellowships or grant funding. Complete the table below for this question - up to 10 entries can be made.

Name of Prize, Award, Fellowship or Grant Funding	Date Achieved	Brief description or reason for receiving the award (max 50 words)

Research Skills

Please describe any additional research skills or techniques that you wish to discuss and that have not already been outlined in the above sections.

Professional Membership

Please list as appropriate