

S/N	Family name	First name	e-mail	Meets the general eligibility criteria (yes/no) ¹	Application complete (yes/no) ¹	Specific essential criteria ²				Other merits				Ranking	Assessment (short comments)
						Education (PhD degree and topic)	Proficiency in English	Quality of research proposal	Quality of PhD thesis and/or publications (other than master or PhD thesis), e.g. peer-reviewed scientific papers, other published work etc.	Degree, or by complementary education, specialization	Publications (other than master thesis): E.g. peer-review scientific papers, published work etc.	Relevant work experience: e.g. civil society, teaching, research, etc.	Specific skills (technical, methods, programs, tools, etc)		
1	Kambanda	Safari		Yes	Yes	PhD in Leadership and Management	Good in writing	Good	PhD thesis (2013): The Role of high School Principals in Leading and Managing their Schools		Yes	Yes. Experience in Teaching and research	None		PhD obtained after 5 years Age above 45. However, in the call these were not clearly indicated as limitations. It is only indicated in the policy.
2	Ndizera	Vedaste		Yes	Yes	PhD in Governance and regional integration	Good in writing	Good	PhD thesis (2019): Integrated border management and trade facilitation in the East African community: the case of Rwanda		Yes	Yes. Experience in Teaching and research	None		Call for interview

¹ Defined in the UR Policy document

² As by the text in the call for applications



Meets the criterion very well

Meets the criterion partly, uncertain

Does not meet the criterion at all