Reference Questionnaire

**Instructions: Please save this questionnaire as a PDF, with the following name structure “[applicant last name]\_[applicant first name]\_[referee name]\_referenceletter.pdf and send it to** [**hipp@hubrecht.eu**](mailto:hipp@hubrecht.eu) **by September 15.**

Applicant name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Referee name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Since when and how do you know the applicant?

2. Please rate the applicant in detail in comparison to other students with equivalent training:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Best in class | Top 5% | Top 10% | Top 20% | Top 50% | Below 50% | Cannot assess |
| Theoretical knowledge |  |  |  |  |  |  |  |
| Technical proficiency |  |  |  |  |  |  |  |
| Ability to work independently |  |  |  |  |  |  |  |
| Ability to work in a team |  |  |  |  |  |  |  |
| Motivation |  |  |  |  |  |  |  |
| Intellectual abilities |  |  |  |  |  |  |  |
| Ability to express oneself |  |  |  |  |  |  |  |
| Academic achievements |  |  |  |  |  |  |  |
| Creativity |  |  |  |  |  |  |  |
| Flexibility |  |  |  |  |  |  |  |
| Overall recommendation |  |  |  |  |  |  |  |

3. How many students/postdocs have you supervised so far?:

4. How would you assess the applicant on the following points?

a. Interest in academic research and in their own projects

b. Ability to design the project and overcome difficulties

c. Quality of work and technical reliability

d. Independence

e. Cooperation and interaction with other members

f. Personality

g. Strengths or talents

h. Limitations or points to improve

5. Would you accept him/her with high priority if they applied for an equivalent position in your lab?

6. Any additional comments?

Thank you very much for your cooperation!