

S/N	Family name	First name	e-mail	Meets the general eligibility criteria (yes/no)	Application complete (yes/no)	Specific essential criteria ²				Other merits				Assessment (short comments)
						Education (master degree and topic)	Proficiency in English	Quality of research proposal	Quality of master thesis	Degree, or by complementary education, specialization	Publications (other than master thesis): E.g. peer-review scientific papers, published	Relevant work experience: e.g. civil society, teaching, research, etc.	Specific skills (technical, methods, programs, tools, etc)	
1	Nkubito	Jean de Dieu		Yes	No letter from the principal No copy of his MA thesis	MA Development Studies MSc in social and educational research methods	Good in writing	Good	No MA thesis only summary of 9 pages		Yes 1	Yes. He has experience in Teaching and research	Can't tell from the CV	Application not complete. May re-apply when a re-advert is released.
2	Mushabe G.	Samuel		Yes	No, missing letter from the Principal Copy of MA thesis provided in form of a publication	MA Project Management	Good in writing	Quite good	Ok		One paper published	Work experience in administration. Civil society, local community and working in teaching institution	Can't tell from the CV	May re-apply when a re-advert is released
3	Uwineza	Marie Rosine		Yes	Yes	MA responsible management, BA Business Admin	Not so good in writing	Quite Good	Ok		One submitted article under review	No, not from outside UR/CCM		Call for interview

¹ Defined in the UR Policy document

² As by the text in the call for applications

Meets the criterion partly, uncertain

Does not meet the criterion at all

S/ N	Family name	First name	e- ma il	Meets the general eligibility criteria (yes/no) 1	Applicati on comple te (yes/no) 1	Specific essential criteria 2				Other merits				Rankin g	Assessmen t (short comments)
						Education (PhD degree and topic)	Proficienc y 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 complemen tary education, specializati on	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