

	Excellent (3)	Adequate (2)	Needs Work (1)	Absent (0)	Comments
CONTENT					
Research Vision	Candidates proposes to address an exciting research question or to develop a cutting edge methodology that can help fill important gaps in the disciplinary knowledge of their field	Candidates proposes to address an exciting research question or to develop a cutting edge methodology but it is unclear whether the research program will help fill an important gap in the field	The proposal does not offer to address an exciting research question or develop a cutting edge methodology.	Not clear research question.	
Research feasibility with available resources	Candidate demonstrates the ability to develop a research program within the limitations of the start-up funds and resources of a junior PI. Candidate also demonstrates the ability to independently manage and run the equipment required for their research program. Research program is feasible in the institution's research and geographic environment (which include some minor constraints specific to the institution or department).	Candidate demonstrates the ability to develop a research program within the limitations of the start-up funds and resources of a junior PI. Research program is feasible in the institution's research and geographic environment (which include some minor constraints specific to the institution or department).	Candidate demonstrates the ability to develop a research program within the limitations of the start-up funds and resources of a junior PI, but program is not feasible in the institution's research and geographic environment (which include some minor constraints specific to the institution or department).	This program does not seem feasible with the start-up funds and in the institution's research and geographic environment.	
Research Strategy	Research plan is broken down into smaller, realistic projects that use methods that are appropriate for the question and the candidate demonstrates that this plan is feasible through prior work	Research plan is broken down into smaller, realistic projects that use methods that are appropriate for the question.	Research plan is broken down into smaller, realistic projects but it is not clear whether methods are appropriate to answer this question.	No clear description of research strategy in research plan.	
Independence	Candidate demonstrates that the research program constitutes its own "niche" independent from their advisor's.	Although the candidate's research overlaps with their current PI's, it is clear that the candidate and their PI have discussed how they would communicate regularly to avoid working on the same projects.	The candidate's research overlaps with their current PI's and the candidate has not completely convinced the readers how they and their PI would be able to avoid working on the same projects.	The candidate's research overlaps with their current PI's and the candidate has not addressed the issue of independence at all.	
Leadership	Candidates should, at the very least, demonstrate the technical knowledge to conduct the proposed research independently of the members of their postdoctoral laboratory as well as the ability to take leadership in developing new research questions and envision alternative approaches, or developing new collaborations.	Candidates should, at the very least, demonstrate the technical knowledge to conduct the proposed research independently of the members of their postdoctoral laboratory.	Candidates demonstrates some but not all of the technical knowledge to conduct the proposed research independently of the members of their postdoctoral laboratory.	It is unclear how the candidate will be able to conduct the proposed research independently.	
Fundability of vision	The proposed research program must be ambitious and impactful enough to be funded by an R01 grant, it includes creative ideas and discusses the potential impact on their field.	The proposed research includes creative ideas and discusses the potential impact on their field.	The proposed research either lacks creativity or its potential impact on the field is unclear.	The ideas put forth in this project do not seem fundable through an R01 grant because they lack creativity or because they are not impactful enough.	
Fundability of strategy	The proposal includes a plan that include specific aims for large grants beyond the first R01 grant.	The proposal includes specific aims that are deemed to be realistically achievable with an R01 grant.	The proposal includes specific aims, but they are not deemed to be realistically achievable with an R01 grant.	No specific aims.	
Background	Candidate includes details related to their specific focus (methodology, results and implications) and references to relevant, related work and publications.	Candidate presents insufficient details related to their specific focus (methodology, results and implications) or insufficient references to relevant, related work and publications.	Candidate presents insufficient details related to their specific focus (methodology, results and implications) and insufficient references to relevant, related work and publications.	The statement does not provide any details about the specific area of focus or any references to relevant related work.	
Fit for the position	Candidate addresses the specific, research-related qualifications set out in the institution's job posting (for e.g. research focus or methodological approaches), and shows potential synergies with other researchers at that institution.	Candidate addresses the specific, research-related qualifications set out in the institution's job posting (for e.g. research focus or methodological approaches)	Candidate addresses a few but not all of the research-related qualifications set out in the institution's job posting (for e.g. research focus or methodological approaches)	Research plan does not match the research related qualifications in the job posting	
Securing and managing resources	Candidate describes specific plan for securing resources needed (i.e. space, equipment, staff, collaborators)	Candidate describes plan for securing resources needed (i.e. space, equipment, staff, collaborators) but it is general, and could use some specific details.	Research plan lacks a discussion of how the needed resources will be obtained	No discussion of resources needed.	

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RESEARCH STATEMENT STRUCTURE					
Communication	Candidate presents research clearly and effectively to scientists from the same sub-discipline, and is able to spark the interest of scientists outside of sub-discipline as well	Can present science clearly to scientists in the same sub-discipline (for example, to other microbiologists)	Can present science to scientists in the same sub-discipline (for example, to other microbiologists), but clarity could be improved	The statement lacks key information to make it understandable even to scientists in the same subfield.	
Effectiveness	Candidate's statement engages the reader, is well-organized, clearly communicates their thinking as a scholar and a scientist.	Is lacking in one or two areas	Is lacking in three or more areas	Does not follow any of the suggested guidelines	
Commitment	Candidate's statement effectively demonstrates their interest, commitment and passion for research in this field	Is lacking in one or two areas	Is lacking in three or more areas	Does not follow any of the suggested guidelines	
Language	The language used is appropriate for the audience, as well as descriptive, concrete and informative and allows the statement to function as a rhetorical document	Is lacking in one or two areas	Is lacking in three or more areas	Does not follow any of the suggested guidelines	
Form	The candidate has submitted a scholarly, professional statement that is an original work, uses first-person narrative, meets the requirements stated in the posting, and is logically organized.	Is lacking in one or two areas	Is lacking in three or more areas	Does not follow any of the suggested guidelines	
Coherency	The candidate's main points are easily identified, logical and easy to follow, and are clearly laid out in the opening statement and summarized at the end.	Is lacking in one or two areas	Is lacking in three or more areas	Does not follow any of the suggested guidelines	
Polish	Grammar, punctuation and length of statement are correct, and the final product is professional in appearance	Is lacking in one or two areas	Is lacking in three or more areas	Does not follow any of the suggested guidelines	