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Annex 7 Document indicating admission requirements and selection procedures



**Document indicating
admission requirements
and selection procedures
intercultural leadership in the
digital era (CLIDE)**

1) Eligibility Requirements

Candidates may apply if they hold a Bachelor's, Engineer's (BEng), Master's degree, or an equivalent qualification in one of the following fields: management, business administration, marketing, economics, tourism management, finance, communication (economic sciences), computer science, or related disciplines.

2) Qualification Rules

Recruitment is conducted in three stages. All interviews will be held in English, as the CLIDE programme is delivered entirely in English.

Assessment components:

a) Degree field — up to 20 points

All submitted applications are independently evaluated and scored on a 0–20 scale.

Candidates who completed studies in preferred fields receive:

- Management/Business Administration (including marketing, economics, tourism management): 20 points
 - Finance, IT: 15 points
 - Communication (economic sciences): 12 points
- Minimum required in this category: 12 points

b) Academic achievements (GPA/grades) — up to 30 points

c) Motivation letter — up to 5 points

d) Video presentation — up to 5 points

e) Letters of recommendation (maximum 2) — up to 10 points

- 1 academic letter: 5 points
- 1 professional/industry letter: 5 points

f) Documents confirming professional experience — up to 10 points

- No experience: 0 points
- 1–3 months: 2 points
- 3–6 months: 4 points
- 6–9 months: 6 points
- 9–12 months: 8 points
- Over 1 year: 10 points

g) Documents confirming academic engagement — up to 10 points

- Participation in student government/student associations: 2 points
- Scholarly collaboration with professor(s) (e.g., grants, organising academic conferences/events): 2 points
- Student mobility (e.g., exchange programmes): 2 points
- Academic scholarship: 2 points
- Scientific article published in a journal indexed in a European/world citation database: 2 points

h) Interview — up to 50 points

Advancement between stages:

- A maximum of 85 candidates selected after Stage 2 advance to Stage 3 (interviews).
- Following the interviews, a ranking list is established.
- The final admission list includes up to 30 students.

Stage 1 – Formal review of the submitted set of documents

Stage 2 – Academic/content evaluation of the submitted documents (application)		
Criterion	Description	Points available
Degree	Eligibility and fit of prior studies to the CLIDE programme (mandatory criterion, minimum threshold: 12 points)	0–20 points
Academic achievements	Bachelor’s studies results (0–100 scale)	0–30 points
	• >90 → 30 points	
	• 80–89 → 20 points	
	• 75–79 → 10 points	
Motivation letter	Quality, coherence and justification of motivation	0–5 points
Video presentation	Short self-introduction of the candidate	0–5 points
Letters of recommendation	Number, quality and relevance of recommendations	0–10 points
Professional experience	Experience in management/organisation/in an international company	0–10 points
Academic experience	Research projects, publications, conferences, research internships	0–10 points
Total points – Stage 2:		90 points

Stage 3 – Interview		
Criterion	Description	Points available
	The interview is conducted in English to assess communication skills and ensure readiness for an international learning environment.	
Soft skills – engagement	Communication, activity, and attitude during the interview	0–10 points
Knowledge of the programme and tracks	Knowledge of the CLIDE programme and available tracks	0–10 points
Interests aligned with the programme	Consistency of interests with the study profile	0–10 points
Ambition – career vision	Clarity of career goals and development plan	0–10 points
Knowledge of management/leadership	Theoretical and practical fundamentals	0–10 points
Total points – Stage 3:		50 points

Overall maximum number of points

Stage	Max points
Stage 1 – Formal review of the submitted set of documents	
Stage 2 – Academic/content evaluation of the submitted documents (application)	90 points
Stage 3 – Interview	50 points
TOTAL	140 points