

SCORING RUBRIC: UNOLS-MATE Marine Technical Internship Program

Maria Osiadacz, Program Manager

| | | Least Qualified ← SCORES (ranking 1 through 5 with 0.5 increments) → Most Qualified | | | | | Criteria Weight | Sample Score |
|--|---|--|---|--|--|--|-----------------|--------------|
| Assessment criteria | assign 1 or 1.5 Poor, unprofessional | assign 2 or 2.5 Adequate, with limitations | assign 3 or 3.5 Satisfactory, good | assign 4 or 4.5 Very good, professional | assign 5 Outstanding, very impressive | | | |
| 1: Interest in Marine Technology | Demonstrated interest or enjoyment in learning about the fields of Marine Technology, Oceanographic Instrumentation & Equipment, Engineering, Electronics, or another closely related field | No demonstrated interest | Demonstrated some interest in closely related discipline | Demonstrated some interest specifically in Marine Technology, Engineering or Robotics, or other Electronics/Technical discipline | Demonstrated high interest specifically in Marine Technology, Engineering or Robotics, or other Electronics/Technical discipline | Demonstrated very high interest specifically in Marine Technology, Engineering or Robotics, or other Electronics/Technical discipline; considering pursuing a career in these fields | 13% | 4.00 |
| 2: Soft Skills | Soft skills: demonstrated enthusiasm for learning; positive attitude; respecting and working well with others; strong communication skills (good writing skills, ability to listen, ask questions and follow instructions); ability to work under pressure, meet deadlines and work effectively with teams* | No demonstrated interest in learning; no experience working with others; poor communication skills; no evidence of managing deadlines effectively or working well with teams | Some demonstrated interest in learning; little experience working with others; adequate communication skills with some limitations; limited evidence of managing deadlines effectively or working well with teams | Demonstrated some enthusiasm for learning with a good attitude; satisfactory experience working with others; satisfactory communication skills; satisfactory ability to meet deadlines and work effectively with teams | Demonstrated high enthusiasm for learning and very positive attitude, very good experience working with others; very good communication skills; high ability to meet deadlines and work effectively with teams | Demonstrated very high enthusiasm for learning and extremely positive attitude; excellent ability to work well with others; excellent communication skills; proven ability to meet deadlines and work effectively with teams | 11% | 3.00 |
| 3: Data Collection, Lab Safety | Experience with and knowledge of field surveying/sampling methods, data collection/analysis, and laboratory safety protocols | No evidence of skill development or knowledge | Demonstrated some, but very limited skills and knowledge (e.g., introductory classroom instruction with very limited application) | Demonstrated a satisfactory level of skills and knowledge (e.g., some training and application or informal practice) | Demonstrated very high level of skills and knowledge (e.g., formal training with practice or work experience) | Demonstrated outstanding level of skills and knowledge (e.g., formal training with lots of practice or significant work experience) | 5% | 3.50 |
| 4: Work with Tools, Instruments, Equipment | Experience working with different types of hand and power tools; maintaining or repairing equipment, including experience working with oceanographic equipment and instrumentation | No evidence of any experience | Demonstrated some, but very limited experience (e.g., introductory classroom instruction with very limited application) | Demonstrated a satisfactory level of experience (e.g., some training and application or informal practice) | Demonstrated very high level of experience (e.g., formal training with practice or work experience) | Demonstrated outstanding level of experience (e.g., formal training with lots of practice or significant work experience) | 11% | 4.00 |
| 5: Electronics | Experience with and knowledge of electricity, electronic components and electrical wiring | No evidence of skill development or knowledge; not familiar with electronics or electricity | Demonstrated some, but very limited skills and knowledge (e.g., introductory classroom instruction with very limited application) | Demonstrated a satisfactory level of skills and knowledge (e.g., basic skills with soldering and using a multimeter or similar tool) | Demonstrated very high level of skills and knowledge (e.g., some formal training and/or experience, can troubleshoot some systems) | Demonstrated outstanding level of skills and knowledge (e.g., advanced training and/or experience; can troubleshoot many systems) | 7% | 3.00 |
| 6: Engineering, Robotics, Industrial Skills | Training in and/or experience with Engineering and/or Robotics; experience with industrial skills (i.e., hydraulics, welding, pneumatics, other fabrication processes) | No evidence of skill development or knowledge | Demonstrated some, but very limited skills and knowledge (e.g., introductory classroom instruction with very limited application) | Demonstrated a satisfactory level of skills and knowledge (e.g., some training and application or informal practice) | Demonstrated very high level of skills and knowledge (e.g., formal training with practice or work experience) | Demonstrated outstanding level of skills and knowledge (e.g., formal training with lots of practice or significant work experience) | 7% | 3.50 |

SCORING RUBRIC: UNOLS-MATE Marine Technical Internship Program

Maria Osiadacz, Program Manager

| | | Least Qualified ← SCORES (ranking 1 through 5 with 0.5 increments) → Most Qualified | | | | | Criteria Weight | Sample Score | |
|---|--|--|---|---|---|--|---|--------------|-------------|
| | Assessment criteria | assign 1 or 1.5 Poor, unprofessional | assign 2 or 2.5 Adequate, with limitations | assign 3 or 3.5 Satisfactory, good | assign 4 or 4.5 Very good, professional | assign 5 Outstanding, very impressive | | | |
| 7: Computer Software, Programming | Experience with computer software, programming languages | No evidence of skill development or knowledge | Can use basic programs (MS Word, Excel, PowerPoint, email, etc.) | Can use basic programs (MS Word, Excel, PowerPoint, email, etc.); plus other software; limited proficiency in computer programming and/or analytics | Can use basic programs (MS Word, Excel, PowerPoint, email, etc.); other relevant software; proficient in computer programming and/or analytics | Can use basic programs (MS Word, Excel, PowerPoint, email, etc.); applicable software and experienced computer programmer and/or data analyst/scientist | 9% | 4.50 | |
| 8: Computer Networking/IT Skills | Experience networking computer systems, IT skills, and/or troubleshooting computer issues | No evidence of skill development or knowledge | Beginner level; setting up home network and computers | Able to troubleshoot basic computer and networking issues; installing software; changing software configuration | Able to troubleshoot more advanced networking issues; installing software; changing software configuration; familiarity with server-client computing concepts | All previous plus experience with server-client computing environment, virtualization, cloud computing, etc. | 11% | 1.50 | |
| 9: Marine Vessels, Time on the water | Experience working or traveling on board marine vessels | No evidence of any experience; never been at sea or on a lake | Introductory classroom instruction with very limited application; been on a boat a few times including tourist boats (e.g., tourist cruise, whale watching, educational tour, etc.) | Some training and application or informal practice; taken online course(s) about marine safety; spent time sailing or working on a boat (e.g., scuba diving at sea, sailing instruction, fishing) | Formal training with practice or work experience; taken class with practical boating experience; worked or studied on a research vessel or other professional vessel for less than to weeks | Formal training with lots of practice or significant work experience; significant boating and marine safety experience; worked on a research vessel or other professional ship for more than two weeks | 9% | 3.00 | |
| 10: Managing Motion Sickness | Ability to manage seasickness** | Never been on the water, don't know | Had difficulty managing motion sickness | Able to manage motion sickness after a short period of adjustment | Able to manage motion sickness enough to work in most conditions | Never experienced motion sickness; able to manage it always without interfering with work | 4% | 2.50 | |
| 11: Technical Aptitude | Overall technical aptitude; interest and ability in performing hands-on activities to maintain, repair and deploy equipment; ability to think critically about and troubleshoot technical problems*** | No evidence of technical aptitude | Very limited technical aptitude (e.g., introductory classroom instruction with very limited practice) | Satisfactory technical aptitude (e.g., some training and application or informal practice) | Very high level of technical aptitude (e.g., formal training with practice or work experience) | Outstanding technical aptitude (e.g., formal training with lots of practice or significant work experience) | 13% | 3.50 | |
| * Soft skills is an overall assessment that can be gleaned from short responses and letter of recommendation. | | | | | | | Sample Final Score Calculation = | 100% | 3.32 |

** Motion sickness itself is not a disqualifying factor; it's helpful if candidate is aware of ways to manage it.

*** Technical aptitude is an overall assessment that can be gleaned from a combination of different responses.