

ELSA DELEGATIONS SELECTION CRITERIA

SEMINARS & CONFERENCES
2023/2024



elsa

The European Law Students' Association

ELSA Delegations Selection Criteria Tool

In order to make the selection process for ELSA Delegations easier to understand for the Network, the ELSA Delegations Team came up with a new ranking system embodying the selection criteria for ELSA Delegations. This new comprehensive system is based on the evaluation of four specific factors and allows to immediately identify the strengths and weaknesses of the Applicants.

According to the new selection criteria, a grade shall be granted for each criterion on a scale of 1 to 10, following the grid to be found below. The latter allows ELSA International to evaluate and rank applications for ELSA Delegations in the most effective manner. For each application, ELSA International grants a final grade. Each final grade is constituted by four numbers, one for each respective criterion. The criteria are: *CV, a motivation letter, ELSA knowledge and contribution to ELSA's activities; and appreciation of ELSA International*. It is to be noted that if the application does not meet the formal criteria, namely: *being submitted on time, all the required fields are not filled in, application is not in English*, the application is cancelled prior to any further assessment.

Example:

- *An Applicant with an excellent CV, an outstanding quality of motivation letter, no ELSA Knowledge and a favourable appreciation of ELSA International could be ranked as follows: 8-9-2-7;*
- *An Applicant with an excellent CV, a low quality of motivation letter, no ELSA Knowledge and negative appreciation of ELSA International could be ranked as follows: 8-3-2-3.*
- *An Applicant with a poor CV, a good motivation letter, an excellent ELSA Knowledge and a positive appreciation of ELSA International could be ranked as follows: 4-7-9-7.*

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Grade	CV	Motivation letter	ELSA knowledge and contribution to ELSA's activities	Appreciation of ELSA International
1	Absence of CV	Absence of motivation	Absence of ELSA CV	Inadequate application
	The Applicant did not provide a CV.	The Applicant did not provide a motivation letter. The motivation letter was mostly made by an AI.	The Applicant did not provide an ELSA CV at all.	ELSA International believes that the Applicant should not be appointed because the application is inadequate, insulting or inappropriate.
2	Inadequate level of CV	Inadequate level of motivation	Absence of ELSA knowledge and no contribution to ELSA's activities	Bad application
	The enclosed CV is incomplete and lacks relevant experience and educational and professional background.	The motivation letter lacks or presents the low interest of the Applicant in ELSA Delegations and the topic of the relevant session. It does not demonstrate how participation in the respective ELSA Delegation will benefit the Applicant academically or professionally. It does not exceed 200 words.	The Applicant has a minor knowledge of ELSA, its projects and activities. The Applicant has never attended nor organised an ELSA event.	ELSA International believes that the Applicant should not be appointed because of a bad quality application, that does not fit any international standards and lacks motivation, relevant knowledge and experience.
3	Insufficient level of CV	Low level of motivation	Low level of knowledge and low contribution to ELSA's activities	Low-level application
	The Applicant enclosed a CV, but the mentioned experience lacks relevant educational and professional background. The Applicant did not mention any extracurricular activities.	The motivation letter presents the Applicant's interest in ELSA Delegations but lacks a precise interest of the Applicant in the topic of the relevant session. It does not exceed 250 words.	The Applicant is an ELSA member or ELSA alumnus and knows that ELSA is a students' association and that it advocates for human rights. The Applicant took part in less than 2 ELSA events and never took part in organising one.	ELSA International believes that the Applicant is not convincing due to the inadequate quality of the application. The Applicant has no background/experience to represent the association within international organisations.

4	Low level of CV	Low level of motivation	Low level of knowledge and low contribution to ELSA's activities	Low-level application
	The Applicant enclosed a complete CV, but the mentioned experience lacks relevance, for a respective ELSA Delegation, educational and professional background.	The motivation letter presents the Applicant's interest in ELSA Delegations and the topic of the relevant session without demonstrating how participation in the respective ELSA Delegation will benefit the Applicant academically or professionally; it does not exceed 250 words. The Applicant copied and pasted the motivation letter from an application to another ELSA Delegation they were applying.	The Applicant is an ELSA member or ELSA alumnus and knows that ELSA is a students' association and that it advocates for human rights. The Applicant took part in less than 3 ELSA events and never took part in organising one.	ELSA International believes that the Applicant is not convincing due to the low quality of the application, which shows a poor background of being prepared to represent the association within international organisations.
5	Medium-low level of CV	Medium-low motivation	Medium-low level of knowledge and medium contribution to ELSA's activities	Medium-low application
	The Applicant enclosed a complete CV, but the mentioned experience lacks relevance, for the respective ELSA Delegation, educational and professional background. The Applicant did not mention any extracurricular activities linked to the ELSA Delegation.	The motivation letter presents the Applicant's interest in ELSA Delegations and the topic of the relevant session; lowly demonstrates how participation in the respective ELSA Delegation will benefit the Applicant academically or professionally but is repetitive to the CV. It does not exceed 300 words.	The Applicant is an ELSA member or ELSA alumnus who knows the vision of ELSA. The Applicant took part in less than 5 ELSA events and never took part in organising one.	ELSA International believes that the Applicant is not convincing due to the medium-low quality of the application, which shows not sufficient background of being prepared to represent the association within international organisations.

6	Medium level of CV	Medium motivation	Medium level of knowledge and medium contribution to ELSA's activities	Medium application
	The Applicant attached a complete CV that presents a good level of educational and extracurricular activities, which, however, are not necessarily linked to the relevant ELSA Delegation.	The motivation letter presents the Applicant's interest in ELSA Delegations and the topic of the relevant session; it averagely demonstrates how participation in the respective ELSA Delegation will benefit the Applicant academically or professionally but is repetitive to the CV. It exceeds 300 words.	The Applicant is an ELSA member or ELSA alumnus who knows the vision of ELSA and can explain its functioning. The Applicant took part in more than 6 ELSA events and took part in organising at least 1 ELSA event. The events are not social events.	ELSA International believes that despite some lack and imprecision the Applicant should be given at least the opportunity of being chosen as a substitute.
7	Good level of CV	Good level of motivation	Good level of knowledge and medium contribution to ELSA's activities	Good application
	The Applicant attached a good CV with relevant, for a respective ELSA Delegation, experience; and educational and/or professional background.	The motivation letter presents the Applicant's interest in ELSA Delegations and the topic of the relevant session; it averagely demonstrates how participation in the respective ELSA Delegation will benefit the Applicant academically or professionally. It does not repeat the CV but rather elaborates more on it. It exceeds 350 words.	The Applicant is aware of the vision of ELSA and understands the functioning of the association. The Applicant took part in more than 7 ELSA events and took part in organising at least 1 ELSA event, of which at least 1 was a national and/or international. The events are not social events. The Applicant is or has been a Local Officer.	ELSA International believes that despite some imprecisions the Applicant should be given the opportunity of being chosen as an ELSA Delegate.

8	Serious CV	Serious motivation	Serious knowledge and high contribution to ELSA's activities	Serious application
	The Applicant attached a complete CV and presents high-level educational and professional experience; and extracurricular activities, which are linked to the relevant ELSA Delegation.	The motivation letter presents the Applicant's interest in ELSA Delegations and the topic of the relevant session; it demonstrates well how participation in the respective ELSA Delegation will benefit the Applicant academically or professionally. It exceeds 350 words.	The Applicant is aware of the vision of ELSA and understands the functioning of the association. The Applicant took part in more than 8 ELSA events, of which at least 2 were national and/or international and took part in organising at least 2 ELSA events. The events are not social. The Applicant is or has been, at least, an active Local Officer.	ELSA International believes that the Applicant is a serious candidate and is suited to represent ELSA within international organisations.
9	High level of CV	High-level motivation	High level of knowledge and high contribution to ELSA's activities	High-level application
	The Applicant has attached a high-level CV, which contains relevant, for the respective ELSA Delegation, educational experience. The highlighted extracurricular activities are linked to the relevant ELSA Delegation.	The motivation letter demonstrates the great motivation of the Applicant, backed by knowledge and relevant curriculum, possibly professional experience in the relevant field. The motivation letter demonstrates how participation in the respective ELSA Delegation will benefit the Applicant academically or professionally. It exceeds 400 words.	The Applicant demonstrates an impressive level of knowledge about the association, its structure and its functioning. The Applicant took part in more than 9 ELSA events, of which at least 2 were international and took part in organising at least 2 ELSA events. The events are not social. The Applicant is or has been a National Officer. The Applicant is a former ELSA Delegate.	ELSA International believes that the Applicant is suited to represent ELSA within international organisations due to a high-level application. The Applicant could be appointed as HoD.

10	Outstanding level CV	Outstanding level motivation	Outstanding knowledge and contribution to ELSA's activities	Outstanding level application
	<p>The Applicant has attached an outstanding CV, which contains relevant, for the respective ELSA Delegation, educational and professional experience. The highlighted extracurricular activities are linked to the relevant ELSA Delegation.</p>	<p>The motivation letter demonstrates the serious motivation of the Applicant, backed by knowledge and relevant curriculum and professional experience in the relevant field. The motivation letter highly demonstrates how participation in the respective ELSA Delegation will benefit the Applicant academically or professionally. It exceeds 450 words.</p>	<p>The Applicant demonstrates an impressive level of knowledge about the association, its structure and its functioning. The Applicant took part in more than 10 ELSA events, of which at least 2 were international and took part in organising at least 3 ELSA events. The events are not social. The Applicant is a former ELSA Delegate. The Applicant is or has been an ELSA Officer in the ELSA International Team.</p>	<p>ELSA International believes that the Applicant is suited to represent ELSA within international organisations due to its excellent application. The Applicant could be appointed as HoD.</p>