

# Recruitment and Selection

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# Eligibility Criteria

Applicants must satisfy the minimum eligibility requirements to be considered for admission into the fellowship.

Eligible applicants include:

- University students and recent graduates
- Software developers and engineers
- AI/ML practitioners
- Researchers and innovators
- Startup founders and entrepreneurs
- Technology professionals
- Multidisciplinary teams working on technology solutions

Applicants should demonstrate:

- Strong interest in AI, digital innovation, or software development.
- Ability to commit to the full fellowship duration.
- Willingness to participate in all required fellowship activities.
- Basic technical competency relevant to their proposed project.
- Commitment to collaborative learning and professional conduct.

Preference may be given to applicants whose projects demonstrate:

- Social or economic impact
- Innovation and originality
- Alignment with THiNK's mission
- Potential for deployment or commercialization
- Scalability and sustainability

# Application Requirements

Applicants are required to submit a complete application package before the stated deadline.

A complete application includes:

## Personal Information

- Full name
- Contact information
- Educational or professional background
- LinkedIn or portfolio (optional)

## Project Information

Applicants must provide a concise description of the proposed project, including:

- Project title
- Problem statement
- Proposed solution
- Target users
- Current stage of development
- Expected fellowship outcomes

## Technical Information

Applicants should provide supporting technical information where applicable, including:

- Technology stack
- System architecture (if available)
- GitHub repository
- Demo links
- API documentation
- Screenshots or prototypes
- Existing deployment links

## Supporting Documents

Where applicable, applicants may also submit:

- Curriculum Vitae (CV)
- Portfolio
- Research publications
- Previous projects
- Recommendation letters (optional)

Applications that are incomplete or submitted after the deadline may not be considered.

# Technical Assessment

Following the initial application review, eligible applicants undergo a technical assessment to determine their readiness for the fellowship.

The assessment evaluates both the applicant and the proposed project.

Areas assessed include:

## Technical Competency

Applicants demonstrate their understanding of:

- Programming concepts
- Software engineering practices
- AI or machine learning (where applicable)
- Databases
- APIs
- Cloud or deployment technologies
- Version control

## Project Readiness

Reviewers assess:

- Project maturity
- Technical feasibility
- Architecture
- Implementation approach
- Resource requirements
- Deployment readiness

## Problem Understanding

Applicants should demonstrate a clear understanding of:

- The problem being solved
- Target users
- Existing solutions
- Value proposition

The technical assessment may include portfolio reviews, code reviews, demonstrations, or technical discussions depending on the applicant's project.

# Evaluation Criteria

Applications are evaluated using a standardized scoring framework to ensure fairness, consistency, and transparency.

The primary evaluation criteria include:

| Evaluation Area             | Description                                                                                 |
|-----------------------------|---------------------------------------------------------------------------------------------|
| Technical Capability        | Applicant's technical knowledge and ability to execute the proposed project.                |
| Innovation                  | Originality and creativity of the proposed solution.                                        |
| Problem Relevance           | Importance of the problem being addressed and its potential impact.                         |
| Solution Feasibility        | Likelihood of successfully delivering the proposed solution within the fellowship timeline. |
| Ecosystem Alignment         | Alignment with THiNK's mission, strategic priorities, and ecosystem.                        |
| Scalability                 | Potential for growth, adoption, and future development.                                     |
| Commercialization Potential | Opportunities for deployment, sustainability, or revenue generation.                        |
| Communication               | Clarity and quality of the application and project presentation.                            |

Applicants who meet or exceed the minimum evaluation threshold proceed to the next stage of the selection process.

# Interview Process

Shortlisted applicants may be invited to participate in an interview conducted by members of the Fellowship Selection Committee.

The interview provides an opportunity to:

- Learn more about the applicant.
- Discuss the proposed project.
- Assess technical understanding.
- Evaluate motivation and commitment.
- Clarify project scope and expectations.
- Determine the most appropriate fellowship track.

Typical interview topics include:

- Personal background
- Technical experience
- Project overview
- Architecture decisions
- Development roadmap
- Challenges and risks
- Expected outcomes
- Career goals

The interview also allows applicants to ask questions about the fellowship and gain a better understanding of program expectations.



# Mentor Assignment

Each successful applicant is assigned a mentor before the fellowship officially begins.

Mentors are selected based on:

- Technical expertise
- Domain knowledge
- Industry experience
- Research background
- Project alignment

The mentor assignment process aims to ensure that fellows receive relevant guidance throughout the fellowship.

Mentors work closely with fellows to:

- Define project milestones.
- Review technical decisions.
- Provide regular feedback.
- Support problem solving.
- Prepare fellows for technical reviews.
- Assist with Demo Day preparation.
- Recommend post-fellowship opportunities where appropriate.

Mentor assignments are communicated during onboarding, and fellows are encouraged to establish regular communication with their mentors from the beginning of the program.

# Offer Letters

Applicants who successfully complete the selection process receive an official THiNK Fellowship Offer Letter.

The Offer Letter confirms:

- Admission into the fellowship.
- Fellowship cohort.
- Assigned fellowship track.
- Fellowship duration.
- Program mode (Hybrid/Online/Physical).
- Start and end dates.
- Assigned mentor (where applicable).
- Program expectations.
- Benefits available during the fellowship.
- Acceptance deadline.

Successful applicants are required to formally accept the offer before the specified deadline by confirming their participation and agreeing to comply with the fellowship's policies, Code of Conduct, and operational requirements.

Upon acceptance, fellows receive the Fellowship Onboarding Pack, which includes orientation information, communication channels, program schedules, onboarding forms, and instructions for beginning the fellowship.