



the linda norgrove foundation

Scholarship selection process

The Linda Norgrove Foundation is committed to clear decision-making processes in all the work that we undertake. This includes the LNF Scholarship selection process, which takes place twice a year.

For each scholarship awarded we receive around 40 applications. Sometimes an applicant who has not been selected may think that they have not been treated fairly.

We have a fair process to decide who will receive LNF scholarships. We hope that the transparency of our system will provide reassurance to applicants.

Selection process

The initial selection of candidates is undertaken by our staff in UK through consideration of all the application forms. They look at the academic standard of the applicant, their economic situation, and their written essays.

For every 40 applicants, approximately four are selected for interview.

Interview process

The interview panel is typically as follows:

- an LNF employee from UK via video link
- an LNF employee in Afghanistan
- an employee of the university
- an independent volunteer in Afghanistan.

The selection panel only meets on the day of the interview to reduce the chance of previous conversations about candidates.

At the interview:

- We ask the same questions of each candidate.
- Each member of the interviewing panel completes a standard score sheet for each candidate.

- Marks for each element of the score sheet are given a predetermined weighting. For example, academic results are more important than an understanding of English, so will be given a greater weighting
- The totals for each element are added to give an overall total score.
- The sheets from each interviewer are collected and the total scores from each of the sheets are added.
- The top scorers are awarded scholarships.

Ensuring fairness

We are committed to fairness and impartiality at all stages of the selection process, and we are careful to ensure diversity of ethnicity on the interview panel.

Ethnicity of applicants is recorded separately/independently of the application and interview stages so that we can monitor how well our process is working.