

Evaluation criteria and methodology for the recruitment of Head of Preclinical biomaterial evaluation group

Project: Baltic Biomaterials Centre of Excellence

Acronym: BBCE

Career profile: R3/R4

1. Required/mandatory competences

No.	Required competence	Score (yes/no)
1	PhD in life sciences, medicine, pharmacy or material sciences	
2	Established scientific record in monitoring, evaluation and testing biomaterial performance in vitro and in vivo models	
3	Management experience (at least 3 years of experience in managing research teams)	

1.1. Required competences are evaluated by Recruitment Committee members on the yes/no basis.

1.2. Recruitment Committee should reach consensus decision (by majority voting) on the evaluation result for each criteria.

1.3. Only the applications scoring "yes" for all the mandatory competences on the consensus evaluation of Recruitment Committee pass to the next evaluation stage (Desirable competences).

2. Desirable competences

No.	Desirable competence	Weight, %	Score (1 - 5)
1	Scientific excellence (publication record, invited lectures and awards)	30,00%	
2	Mobility experience	10,00%	
3	Experience in biomaterials	10,00%	
4	Leadership skills and teamwork experience	15,00%	
5	Experience in research fundraising (composition, number and monetary volume of research projects as a main applicant)	25,00%	
6	Experience in innovation management (patent applications, other IP and IP commercialization)	5,00%	
7	Supervising experience (# of PhD and MSc thesis supervised)	5,00%	
TOTAL		100,00%	

- 2.1. Desirable competences are evaluated by Recruitment Committee members on the 1 - 5 scale, where 1 - poor and 5 - excellent.
- 2.2. Recruitment Committee should reach consensus decision (by majority voting) on the evaluation result for each criteria.
- 2.3. 2 -5 applicants scoring the highest sum of weighted average grade will be invited to Skype interviews.
- 2.4. Two finalists will be selected after Skype interviews and invited to face-to-face meetings in Riga. The costs of the travel to on-site the interviews will be paid by BBCE.
- 2.5. Apart from abovementioned criteria, experience in collaboration with non-academic stakeholders and communication skills of the candidates will be assessed by the Recruitment Committee at the Skype and face-to-face interviews.
- 2.6. Recruitment Committee will nominate the head of Biomaterial group after the face-to-face meetings. The decision of Recruitment Committee is binding to LIOS.
- 2.7. To ensure adherence to gender equality principles, Gender Balance Committee members will be present at all the meeting of Recruitment Committee as well as Skype and face-to-face interviews.