

Evaluation criteria and methodology for the recruitment of
Post-doctoral student in structural biology

Project: Biotechnology at Latvian Institute of Organic Synthesis to achieve excellence in drug discovery

Acronym: BioDrug

Career profile: R2

1. Required/mandatory competences

No.	Required competence	Score (yes/no)
1	PhD degree in chemistry, biochemistry, biophysics, structural biology or related fields	

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

1.2. 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	Graduate training in biophysics and structural biology (X-ray crystallography and/or cryo-EM)	40,00%	
2	Relevant experience in molecular biology, biochemistry or cell biology	30,00%	
3	Published record of accomplishment	20,00%	
4	Written communication skills	10,00%	
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. 3 -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 LIOS.

2.5. Apart from abovementioned criteria, communication skills of the candidates will be assessed by the Recruitment Committee at the Skype and face-to-face interviews.

2.6. Depending on restrictions related to COVID-19, the Recruitment Committee may decide to skip face-to-face meetings and award the position based on Skype interview results.

2.7. Recruitment Committee will award the position after the face-to-face and/or Skype meetings. The decision of Recruitment Committee is binding to LIOS.

2.8. To ensure adherence to gender equality principles, Gender Balance Committee members will be present at all the meeting of Recruitment Committee.