

Evaluation criteria and methodology for the recruitment of Postdoctoral Research Scientist

Project: Baltic Biomaterials Centre of Excellence

Acronym: BBCE

Career profile: R2/R3

1. Required/mandatory competences

No.	Required competence	Score (yes/no)
1	PhD in life sciences, medicine, pharmacology, material sciences or related fields	
2	Established scientific record in confocal microscopy, histology, histomorphometry, immunohistochemistry	
3	At least two Recommendation letters which proves the suitability of candidate for the vacancy	

- 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	Experience in confocal and STED microscopy	25,00%	
3	Experience in histology, histopathology, histomorphometry	15,00%	
4	Hard and soft tissue embedding and sectioning	10,00%	
5	Experience in cell culture	10,00%	
6	Experience in animal work	5,00%	
7	Experience in bone biology and physiology	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. Up to 5 applicants scoring the highest sum of weighted average grade will be invited to Web interviews.
- 2.4. 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.