**Evaluation criteria and methodology for the recruitment of**

**Post-doctoral fellow 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. Required competences are evaluated by Recruitment Committee members on the yes/no basis.
	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).
1. **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%** |  |

* 1. Desirable competences are evaluated by Recruitment Committee members on the 1 - 5 scale, where 1 - poor and 5 - excellent.
	2. Recruitment Committee should reach consensus decision (by majority voting) on the evaluation result for each criteria.
	3. 3 -5 applicants scoring the highest sum of weighted average grade will be invited to Skype interviews.
	4. The finalist 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.
	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.
	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 Skpye interview results.
	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.