

Evaluation criteria and methodology for the recruitment of the leader of Natural Products Research group

Project: Natural Products Research at Latvian Institute of Organic Synthesis as a Driver for Excellence in Innovation

Acronym: Natalion

Career profile: R4

1. Required/mandatory competences

No.	Required competence	Score (yes/no)
1	PhD degree in life sciences	
2	Established scientific record in natural products research related to natural product synthesis, microbiology, bioinformatics, and/or metabolomics	
3	Management experience (at least 2 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 criterion.
- 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 collaborative work	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. 3–5 applicants scoring the highest sum of weighted average grade will be invited to remote interviews.
- 2.4. Two finalists will be selected after remote interviews and will be invited to face-to-face meetings in Riga. The costs of the travel to on-site interviews will be covered by Latvian Institute of Organic Synthesis (LIOS).
- 2.5. Apart from the abovementioned criteria, experience in collaboration with non-academic stakeholders and communication skills of the candidates will be assessed by the Recruitment Committee during interviews.
- 2.6. Recruitment Committee will nominate the Leader of Natural Products Research 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 Equality Group members will be present at all the meeting of Recruitment Committee as well as interviews.