

## Evaluation criteria and methodology for the recruitment of the head of LIOS Innovation Hub

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

Acronym: Natalion

Career profile: n/a

### 1. Desirable competences

No.	Desirable competence	Weight, %	Score (1–5)
1	MSc or PhD in life sciences	20%	
2	Experience in research environment	10.00%	
3	Legal background (experience and/or education)	5.00%	
4	Established record in technology transfer and relevant business development background (e.g. MBA, practical experience and knowledge on investor's requirements, market needs, drug development cycle, applied research)	25.00%	
5	Experience in collaborative work (teamwork)	10.00%	
6	Leadership skills	10.00%	
d7	Experience in fundraising	15.00%	
8	Experience in IPR management (patent applications, other IP and IP commercialization)	5.00%	
<b>TOTAL</b>		<b>100.00%</b>	

- 1.1. Desirable competences are evaluated by Recruitment Committee members on the 1–5 scale, where 1 – poor and 5 – excellent.
- 1.2. Recruitment Committee should reach consensus decision (by majority voting) on the evaluation result for each criteria.
- 1.3. 3–5 applicants scoring the highest sum of weighted average grade will be invited to remote interviews.
- 1.4. 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).
- 1.5. 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.
- 1.6. Recruitment Committee will nominate the head of LIOS Innovation Hub after the face-to-face meetings. The decision of Recruitment Committee is binding to LIOS.
- 1.7. To ensure adherence to gender equality principles, Gender Equality Group members will be present at all the meetings of Recruitment Committee.