

Evaluation criteria and methodology for the recruitment of the PostDoctoral researcher (Microbiology/Bioinformatics) 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: R2

1. Required/mandatory competences

| No. | Required competence | Score (yes/no) |
|-----|---|----------------|
| 1 | PhD (PhD thesis submitted) in Life Sciences with a focus on microbiology, bioinformatics, molecular biology, or a field relevant to research. | |
| 2 | Experience in isolation and analysis of microbial strains, and in bioinformatics. | |
| 3 | Ability to properly communicate in English. | |

- 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 | Ability to collect and identify microbial strains from environmental samples. | 30.00% | |
| 2 | Ability to bioinformatic analyses of genome sequences for biosynthetic gene clusters. | 20.00% | |
| 3 | Ability to analyse research data, critical thinking and solve problems | 20.00% | |
| 4 | Ambitious, motivated, independent and has a strong interest in our research group | 30.00% | |
| 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. Recruitment Committee will nominate the PostDoctoral researcher of Natural Products Research group after the virtual meetings. The decision of Recruitment Committee is binding to LIOS.
- 2.5. 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.