

Evaluation criteria and methodology for the recruitment of the PostDoctoral researcher (Natural Products) 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 in a field relevant to Natural Product Research.	
2	Experience with natural products such as in chemistry, biosynthesis, chemical biology, analytical techniques and/or 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 identify and purify natural products from microbial strains	30.00%	
2	Ability to grow and manipulate microbial strains	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.