

Evaluation criteria and methodology for the recruitment of the technician 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: R1

1. Required/mandatory competences

No.	Required competence	Score (yes/no)
1	Diploma/BSc degree in scientific discipline	
2	Ability to communicate in English;	
3	Good organizational skills	
4	Previous experience in laboratory work;	

- 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	Experience in maintaining and managing strain collection	30.00%	
2	Experience in maintaining laboratories and equipment	20.00%	
3	Interest/experience in microbiology and/or natural products	30.00%	
4	Team player and willing to learn with positive attitude	20.00%	
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 Technician 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.