

Evaluation criteria and methodology for the recruitment of the Doctoral (PhD) student (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: R1

1. Required/mandatory competences

No.	Required competence	Score (yes/no)
1	MSc (MSc thesis submitted) in Natural Sciences such as chemistry, biosynthesis, chemical biology, microbiology, analytical techniques and/or bioinformatics in a field relevant to Natural Product Research.	
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	Education in the field relevant to Natural Product Research.	40.00%	
2	Experience in laboratory work	30.00%	
3	Publications/conference thesis	10.00%	
4	Ambitious, motivated and has a strong interest in our research group	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 Doctoral (PhD) Student 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.