

Evaluation criteria and methodology for the recruitment of Group Leader of Metabolic Research Group

Project: Functional Omics Analysis of Metabolic Diseases to Advance Drug Discovery Research Excellence In LIOS

Acronym: TARGETWISE

Career profile: R3/R4

1. Required/mandatory competences

No.	Required competence	Score (yes/no)
1	PhD in bioinformatics, computational biology, or a related field	
2	Established scientific record in bioinformatics, data science and knowledge of omics	
3	Management experience (at least 2 years of experience in managing research teams)	
4	At least two Recommendation letters which proves the suitability of candidate for the vacancy	

- 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	Scientific excellence (publication record, invited lectures and awards)	20%	
2	Mobility experience	10%	
3	Experience in bioinformatics, data science and knowledge of omics	20%	
4	Leadership skills and teamwork experience	15%	
5	Experience in research fundraising (composition, number and monetary volume of research projects as a main applicant)	20%	
6	Experience in innovation management (patent applications, other IP and IP commercialization)	5%	
7	Supervising experience (# of PhD and MSc thesis supervised)	10%	
TOTAL		100%	

- 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. Two to five applicants scoring the highest sum of weighted average grade will be invited to online interviews.
- 2.4. Two to three finalists will be selected after online interviews and invited to the second face-to-face meetings in Riga or next stage online interviews. The costs of the travel to on-site the interviews will be paid by TARGETWISE.
- 2.5. Apart from abovementioned criteria, experience in collaboration with non-academic stakeholders and communication skills of the candidates will be assessed by the Recruitment Committee at the online and face-to-face interviews.
- 2.6. Recruitment Committee will nominate the Group Leader of Metabolic Research Group after the face-to-face or online meetings. The decision of Recruitment Committee is binding to LIOS.
- 2.7. To ensure adherence to gender equality principles, Gender Equality Committee member is one of the members of RC and will be present at all online and face-to-face interviews.