

Post Number: 06315

Early Stage Researcher

Person Specification

Criteria	Essential	Desirable	Demonstrated at
Qualifications and Experience			
Master level or equivalent in relevant discipline	√		DOCs
UG degree in relevant discipline or equivalent qualification/experience	√		DOCs
Membership of professional body		√	DOCs
Non-formal qualifications		√	DOCs
Transferable skills from non-academic experience		√	DOCs
Motivation and interest in the field			
Experience in relevant research field	√		DOCs/Pres/Int
Established track record in research or work experience in relevant subject commensurate with stage of career	√		DOCs/Int
Depth and breadth of understanding of subject matter at a complex conceptual level	√		DOCs/Pres/Int
Willingness to embrace inter-disciplinarily and international mobility	√		DOCs/Int
General attributes			
Ability to articulate a research vision and strategy for development, implementation and delivery of successful research projects	√		DOCs/Pres/Int
Excellent written and verbal communication skills including presentation skills	√		DOCs/Pres/Int
Excellent interpersonal skills, communication style and team working	√		DOCs/Int
Evidence of positive working relationships within the University, community, business and other partners	√		DOCs/Int
Commitment to excellence in research	√		DOCs/Int
Commitment to working within professional and ethical codes of conduct	√		DOCs/Int
Ability to explain complex ideas clearly using simple language		√	DOCs/Pres/Int
Skills and competences			

<p><u>Communicating and Influencing</u> Communicates information effectively to a wide range of diverse stakeholders, influencing events</p>	√		DOCs/Pres/ Int
<p><u>Making informed decisions</u> Uses analyses, reports and data to test the validity of options and assess risk before taking decisions. Ensures optimum decisions are taken.</p>	√		DOCs/Int
<p><u>Organisation and delivery</u> Plans time taking account of organisational priorities and other colleagues' work roles to achieve results.</p>	√		DOCs/Int
<p><u>Adaptability</u> Willingly takes on new tasks/adopts new approaches as required as appropriate to role. Participates in progress meetings and takes responsibility for keeping professional skills and knowledge up to date.</p>	√		DOCs/Int
<p><u>Creativity and innovation</u> Seeks out, reviews and implements new ways of working to improve delivery of research outputs</p>	√		DOCs/Int
<p>Fluency in English</p>	√		DOCs/Int

* DOCs = Application Documentation and related documents; Pres = Presentation; Int = Interview