



PERSON SPECIFICATION
Senior Research Associate: Soil Nutrient Biogeochemist

Vacancy Ref: A811

Criteria	Essential/ Desirable	* Application Form / Supporting Statements/ Interview
PhD in relevant soil biogeochemistry or similar	Essential	Application form
Knowledge of soil phosphorus	Essential	Application Form / Supporting Statements/ Interview
Interpersonal skills and team working	Essential	Supporting Statements/ Interview
Laboratory environmental analytical chemistry	Essential	Application Form / Supporting Statements/ Interview
Knowledge and or experience of HPLC	Desirable	Interview
Knowledge and or experience of DGT and ICPMS Laser Ablation	Desirable	Interview
Knowledge and or experience of NMR	Desirable	Interview
Experience in organizing workshops, meetings	Desirable	Interview
Web management and social networking experience	Desirable	Interview
Experience of growing plants in experimental systems	Desirable	Interview

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- **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence eg award of a qualification. Will be “scored” as part of the shortlisting process.
- **Supporting Statements** - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.