

**PERSON SPECIFICATION**  
**Research Associate/Senior Research Associate in Geographical Information Systems**  
**Vacancy Ref: A889**

| Criteria  | Grade 6   | Grade 7   | Tested By *                        |
|---|-----------|-----------|------------------------------------|
| A masters degree or higher in a discipline relevant to GIS  | Essential | Essential | Application Form                   |
| A PhD or equivalent involving extensive use of Geographical Information Systems.  | Desirable | Essential | Application Form                   |
| Knowledge and experience of using GIS software packages such as ArcGIS  | Essential | Essential | Supporting Statement/<br>Interview |
| Strong IT skills including experience in some of the following: database management systems; programming; statistical software; web authoring | Essential | Essential | Supporting Statement/<br>Interview |
| Research and/or practical experience of working with GIS data relevant to human geography   | Essential | Essential | Supporting Statement/<br>Interview |
| Ability to conduct literature reviews; and collect and analyse data within a GIS environment  | Essential | Essential | Supporting Statement/<br>Interview |
| Knowledge of spatial analytical approaches  | Essential | Essential | Supporting Statement/<br>Interview |
| Knowledge of Historical Demography and/or nineteenth or twentieth century British social history.   | Desirable | Desirable | Supporting Statement/<br>Interview |
| Experience of producing high quality academic publications  | Desirable | Essential | Application Form/<br>Interview     |
| Experience of applying for research income. For Grade 6 this requires only the potential to develop this.                                     | Desirable | Desirable | Supporting Statement/<br>Interview |
| Ability to assist in organising and running seminars, conferences and training courses.   | Desirable | Essential | Supporting Statement/<br>Interview |
| Strong communication and interpersonal skills and ability to collaborate with other colleagues  | Essential | Essential | Interview                          |
| Ability to manage staff   |           | Desirable | Interview                          |
| Ability to travel where necessary, including attending conferences and meetings in the UK and abroad  | Essential | Essential | Interview                          |

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- **Application Form** – assessed against the application form and curriculum vitae. Evidence will be “scored” as part of the shortlisting process.
- **Supporting Statement** – assessed against additional information provided by the candidate. Evidence will be “scored” as part of the shortlisting process.
- **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.