

**PERSON SPECIFICATION**  
**Researcher, Centre for Workforce Effectiveness**  
**Vacancy Ref: A1091**

Criteria	Essential/ Desirable	Application Form / Supporting Statements/ Interview *
Postgraduate Degree or equivalent in relevant area of social or health sciences	Essential	Application Form
Interest and knowledge about the Centre for Workforce Effectiveness's core subject areas, for full details refer to: <a href="http://www.theworkfoundation.com/Research/Workforce-Effectiveness">http://www.theworkfoundation.com/Research/Workforce-Effectiveness</a>	Essential	Supporting Statements/ Interview
Experience of quantitative and/or qualitative research methods within an academic setting/applied research organisation	Essential	Supporting Statements
Experience of managing small projects, including the delivery of projects on time and to budget	Essential	Supporting Statements/ Interview
The ability to build, create and maintain new relationships both internally and externally (client management experience is desirable but not essential)	Essential	Supporting Statements/ Interview
Experience of dissemination of research findings (e.g. press, journals, presentations and publications)	Essential	Supporting Statements/ Interview
Excellent communication and presentation skills (written and verbal). <b>NB Please supply a writing sample with your application</b>	Essential	Application Form/ Interview
Experience of conducting fieldwork for research studies (i.e. structured interviews, focus groups, case studies, etc.)	Desirable	Interview
Experience of designing and carrying out cross-sectional studies, using statistical software (SPSS /STATA /SAS)	Desirable	Interview
Experience of analysis of longitudinal data	Desirable	Interview

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- **Application Form** – assessed against the information provided in your application form and curriculum vitae. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- **Supporting Statements** – applicants are asked to provide a statement (with examples of experience) 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, or through tests or presentation etc.