

PERSON SPECIFICATION

Vacancy Ref:

Criteria	Essential/ Desirable	* Application Form/ Supporting Statements/ Interview
PhD (awarded or submitted) in plant biology or a related discipline	Essential	Application Form
To convey an appropriate rationale and interest in applying for this particular post.	Essential	Application Form/Interview
Experience in experimental design and analysis and interpretation of experimental data.	Essential	Supporting Statements/Interview
A working understanding of experimental techniques in plant physiology.	Essential	Supporting Statements/Interview
Experience in seed dormancy and germination.	Desirable	Supporting Statements/Interview
Ability to communicate research findings effectively.	Essential	Application Form/Interview
Publication record in peer-reviewed journals or other evidence of research output appropriate to stage of career.	Desirable	Application Form
Effective interpersonal skills including evidence of working collaboratively within a team and providing appropriate guidance for colleagues	Essential	Application Form/Interview

- **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 as part of their application 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.