**PERSON SPECIFICATION**

**Research Fellow**

**Vacancy Ref:**

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| Criteria | Essential / Desirable | Application Form/ Supporting Statements/ Interview\* |
| A PhD in a subject area of direct relevance for the project (e.g., Software Engineering, Machine Learning Engineering, Computer Science, Computational Social Science, or a related discipline). | Essential | Application Form |
| Postdoctoral or equivalent experience in one or more research areas closely related to the project, e.g., applied AI, human-AI interaction. | Essential | Application Form/Interview |
| Systems and software development skills, including experience of Python. An understanding of additional programming languages, such as C or Go, and experience with Linux server management and tools would be advantageous. | Essential | Supporting Statements/Interview |
| Advanced competence in automated data collection, e.g., crawling, scraping, parsing. | Essential | Supporting Statements/Interview |
| Experience of using deepfake technology, e.g., image, audio, or video synthesis (or at least a capability and willingness to learn to use this technology). | Essential | Supporting Statements/Interview |
| Competence in data management (including data protection regulations, handling sensitive personal data, and developing data management plans) and knowledge of ethical considerations and procedures for human research. | Essential | Supporting Statements/Interview |
| A strong record of publications in leading peer-reviewed journals commensurate to career stage. | Essential | Application Form/Interview |
| The ability to lead the research team objectives, working closely with the Principal Investigator to deliver research priorities across a large collaborative project involving academic, policing, charity, and industrial partners. | Essential | Supporting Statements/Interview |
| Experience of external engagement with a range of stakeholders and/or the media and evidence of effectively communicating research findings to academic, lay, and technical audiences. | Essential | Supporting Statements/Interview |
| Enthusiastic, hardworking, well organised and with the ability to prioritise work demands in a challenging academic and professional environment. | Essential | Interview |
| Willingness to travel throughout the UK and overseas (if safe to travel). | Essential | Interview |
| To convey an appropriate rationale and interest in applying for this particular post. | Essential | Application Form/Interview |
| Experience of developing individuals and/or a team, providing guidance and coaching for more junior colleagues. | Essential | Supporting Statements/Interview |
| Experience of utilising machine learning technologies, e.g., facial recognition software, or a willingness to learn. | Desirable | Interview |
| Experience of preparing research grant applications to secure additional funding, or a desire to do so. | Desirable | Supporting Statements/Interview |

* **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to make 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 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 or presentation etc.