

**PERSON SPECIFICATION**

**Research Associate (Grade 6)**

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| **Criteria** | **Essential/ Desirable** | **Application Form/ Supporting Statements/ Interview**  |
| A PhD (or equivalent) in International Relations, Political Science, International Security, Strategic Studies or a cognate discipline.A PhD in science and technology (e.g. marine biology) will also be considered if you demonstrate a good understanding of the project and subject matter of climate change impacts on human systems.PhD close to completion is acceptable in case of relevant practical experience. | Essential | Application Form |
| The ability to conduct research and analyse complex data in the field of climate change and security and to translate research findings into policy recommendations. | Essential | Application form/ Supporting statements/Interview |
| A working knowledge of quantitative methods and the experience or ability to engage in interdisciplinary research using methods from social and natural sciences. | Desirable | Application form/ Supporting Statements/Interview |
| Experience of working or communicating with practitioners, policymakers and other stakeholders (and preferably but not limited to the security sector or in Government) | Desirable | Application form/ Supporting statement/ Interview |
| A proven ability to draft research articles, reports, briefings and reviews of interest and relevance to different groups of both academic and non-academic stakeholders, and to present information accurately and to use appropriate styles and formats | Essential | Application Form/ Supporting Statements/ Interview |
| Experience of working collaboratively within a team and providing appropriate information for colleagues | Essential | Application Form/Supporting Statement/Interview  |
| Ability to self-motivate, organize own time flexibly, manage workloads, and work to deadlines | Essential | Interview  |
| Ability to convey an appropriate rationale and interest in applying for this post | Essential | Supporting statement/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 eg award of a PhD. 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.