

PERSON SPECIFICATION

Research Associate: School of engineering

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| Criteria | Essential/ Desirable | Application Form / Supporting Statements/ Interview \* |
| MEng, MChem or MBio qualification (or equivalent) | Essential | Application Form |
| Advanced knowledge of design methods applied to process engineering | Essential | Supporting statements / interview |
| Excellent project management skills | Essential | Supporting Statements / Interview |
| Desire to perform research in an industrial setting and an understanding of the commercial aspect of the project | Essential | Supporting Statements / Interview |
| Well organised with excellent time management and record keeping skills. | Essential | Supporting Statements / Interview |
| A rigorous and professional attitude to working with a multidisciplinary project team, and commitment to completing the project | Essential | Interview |
| Evidence of using initiative and independent working | Essential | Supporting Statements / Interview |
| Ability and willingness to work flexibly to meet the demands of the company | Essential | Supporting Statements / Interview |
| An analytical and hands-on approach to problem solving | Essential | Supporting Statements / Interview |
| Ability to work under pressure; be goal orientated, and target driven | Essential | Supporting Statements / Interview |
| Excellent communication skills, with the ability to communicate effectively in a non-academic environment and be able to translate academic approaches for a business audience. | Essential | Application Form/ Interview |
| Comfortable working both in an academic research environment and in an industry background. | Essential | Supporting Statements / Interview |
| Willingness to undertake additional training to meet the full requirements of the post | Essential | Interview |
| Willingness to travel as required, to attend meetings with collaborators. | Essential | Interview |
| PhD or equivalent experience in relevant area | Desirable | Application Form |
| Postgraduate research experience in water processing | Desirable | Supporting statements / interview |

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| Fundamental knowledge of analytical chemistry techniques applied to water processing | Desirable | Supporting statements / interview |
| Good presentation skills | Desirable | 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 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.