

**POST-DOCTORAL RESEARCH ASSOCIATE – Pelagic Subsidies to Coral Reefs**

| Criteria | Essential/ Desirable | Application Form/ Supporting Statements/ Interview\* |
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| A PhD in marine ecology or a related discipline | Essential | Application Form |
| Understanding of coral reef ecology and/or marine ecosystem dynamics | Essential | Supporting Statements/Interview |
| Publications record appropriate to career stage, including first author publications in peer-reviewed journals | Essential | Application Form |
| Experience in analysis and interpretation of large and complex datasets using statistical frameworks, such as Bayesian models | Essential | Supporting Statements/Interview |
| Evidence of marine field skills, such as underwater surveys or oceanographic cruises | Essential  | Supporting Statements/Interview |
| Effective programming skills in R or Python | Essential | Supporting Statements/Interview |
| Evidence of skills in remote sensing, mapping, oceanographic modelling  | Desirable | Supporting Statements/Interview |
| Evidence of skills in isotope ecology | Desirable | Supporting Statements/Interview |
| Experience of quantitative research such as study design, managing projects, quality assuring and analysing data | Essential | Interview |
| The ability to present information in an accurate and appropriate format, and communicate with range of groups | Essential | Interview |
| To convey an appropriate rationale and interest in applying for this particular post  | Essential | Interview |
| Proactive and hard-working with a high degree of initiative, enthusiasm and positive attitude | Essential  | Interview |
| Effective interpersonal skills including evidence of working collaboratively within a team and providing appropriate guidance for colleagues | Desirable | Interview |
| Ability to work independently based away from host institution for periods of time | Essential | 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** - applicant 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.