

**PERSON SPECIFICATION**

 **Senior Research Associate (0.8FTE), Law School/Centre for Child and Family Justice Research**

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| **Criteria** | **Essential/ Desirable** | **Application Form/ Supporting Statements/ Interview\*** |
| A PhD in a social science discipline or one relevant to the study, or equivalent experience | Essential | Application form |
| The ability to convey an appropriate rationale and interest in applying for this particular post | Essential | Application form / supporting statement / interview  |
| Knowledge and understanding of the children’s social care and/or family justice system in England and Wales | Desirable | Application form / supporting statement / interview  |
| Experience in conducting qualitative interviews and focus groups and/or in collecting data from social care, court casefile or other casefile sources | Essential | Application form / supporting statement / interview |
| Experience undertaking research on sensitive topics, such as family and home life, family court proceedings or children’s social care | Desirable | Application form / supporting statement / interview |
| Experience of conducting interviews with children, families and professionals | Desirable | Application form / supporting statement / interview |
| Experience in analysis of qualitative and/or quantitative data, using relevant software, e.g. NVivo, SPSS, Stata.  | Essential | Application form / supporting statement / interview  |
| Publication record appropriate to stage of career | Essential | Application form / supporting statement / interview  |
| Effective personal, written and oral communication skills and the ability to present information in an accurate and appropriate format | Essential | Application form / supporting statement / interview  |
| Effective organisational skills including the ability to work collaboratively within a team, including with external practice partners | Essential | Application form / supporting statement / interview  |
| Commitment to ongoing personal development and training | Desirable | Application form / supporting statement / interview  |

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* **Application Form** – assessed against the application form, curriculum vitae and letter of support. 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.