

**PERSON SPECIFICATION: Research Technician**

**INFORMATION FOR APPLICANTS:** Below are the skills, knowledge, and competencies we need for this role, categorised as either essential or desirable. The final column shows where the hiring team will look for your examples to demonstrate that you're a suitable fit for this position. Further advice and guidance is available here: <https://www.lancaster.ac.uk/jobs/how-to-apply/>

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| Skills, knowledge, and competencies needed for this role. | Evidence: this explains what information we will be looking for. | Essential or Desirable # | This is where we will look for your examples that help understand if you are right for this role. |
| Bachelor’s degree in neuroscience, psychology, biomedical sciences, or a related discipline | Provide details of your academic background relevant to the role. | Essential | Application Form and uploaded CV and covering letter |
| Experience of supporting human research studies, including responsibilities such as participant recruitment, screening, scheduling and data acquisition | Give examples of research projects you have contributed to and your role in participant engagement. | Essential | Application Form and uploaded CV and covering letter, Supporting Statements, Interview |
| Proven ability to independently resolve day-to-day experimental or technical problems, and to proactively manage multiple activities | Provide examples of how you have troubleshooted experimental or technical issues, prioritised tasks, and maintained progress across multiple commitments. | Essential | Supporting Statements, Interview |
| Strong organisational and administrative skills, including inventory management, maintaining accurate records, and report writing | Provide examples of your experience managing lab resources and/or administrative tasks. | Essential | Application Form and uploaded CV and covering letter, Supporting Statements, Interview |
| Experience following lab protocols and working within ethical and regulatory frameworks (e.g. risk assessments, data handling) | Give examples of how you have followed research protocols or worked within compliance frameworks. | Essential | Supporting Statements, Interview |
| Ability to work independently, manage time effectively, and take ownership of tasks to ensure timely completion to a high standard. | Describe a time when you managed multiple responsibilities, prioritised your workload, or worked with minimal supervision. | Essential | Supporting Statements, Interview |
| Excellent written and verbal communication skills, appropriate to participant interaction, lab documentation, and collaborative working | Provide examples of how you have communicated research methods and/or findings effectively in a research or academic setting, both in writing and in person. | Essential | Application Form and uploaded CV and covering letter, Supporting Statements, Interview |
| Experience with human electroencephalography (EEG), sleep recordings, and/or behavioural testing | Describe any practical experience with EEG, sleep recordings, or behavioural testing used in human neuroscience research. | Desirable | Application Form and uploaded CV and covering letter, Supporting Statements, Interview |

**# Essential** - if you do not effectively demonstrate you have this skill, knowledge, or competency we will not be able to shortlist you. Please give detailed answers to provide us with examples.

1. **Application Form and uploaded CV and covering letter** – assessed against the first page of the Application Form and your uploaded curriculum vitae (CV, resume) and letter of support. Normally this section is used to evaluate factual elements such as an award of a qualification. This element will be scored as part of the shortlisting process.
2. **Supporting Statements** – you will be asked to provide a statement in the online portal to demonstrate how you meet the criteria. Please give detailed answers to show you have the skills, knowledge or competency. The response will be scored as part of the shortlisting process to help us determine which candidates to invite to interview. Examples of how to structure your answer is available: <https://www.lancaster.ac.uk/jobs/how-to-apply/>
3. **Interview** – you will be asked about this topic if you are invited to an interview. We may ask questions using examples from your current work history or ask you to think about how you’d respond to an example work-related situation.
4. **Test -** We might ask you to undertake a skills test, but you will be given some notice if this is the case.