PERSON SPECIFICATION

Research Software
Engineer

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview *
A PhD in Statistics or closely related discipline	Essential	Application Form
Extensive knowledge of R and Python, including package development	Essential	Supporting Statement / Interview
Good verbal and written communication skills	Essential	Application Form/Interview
Detailed working knowledge of at least one compiled language widely used for high performance scientific computing (e.g. C/C++/CUDA)	Essential	Supporting Statement/Interview
Experience of the academic research software development cycle, including development, deployment, maintenance and user support	Essential	Supporting Statement/ Interview
Demonstrable ability to publish, including the ability to produce high-quality academic writing as evidenced by publication in statistics and statistical software journals	Essential	Application Form/ Interview
Ability to prioritize tasks across multiple projects toward meeting objectives within agreed time and resource constraints	Essential	Supporting Statement/ Interview
Proficient in the use of revision control systems	Essential	Interview
A good team player, also capable of working independently and creatively to produce innovative solutions	Essential	Supporting Statement/ Interview
Experience of user support, including the development of documentation and training material in scientific programming and/or software carpentry	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.