**Senior Research Associate/Research Associate**

**To support the work of the NIHR Policy Research Unit for Palliative and End of Life Care.**

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| Criteria | Grade 7Essential / Desirable  | Grade 6Essential/Desirable | Application Form/ Supporting Statements/ Interview\* |
| Educated to doctoral level in a health/social care related subject | Essential | Desirable | Application Form |
| Evidence of a thorough working understanding of research in a clinical and academic setting | Essential | Essential | Supporting Statements/Interview |
| Ability to undertake recruitment and data collection in health/social care settings  | Essential  | Essential | Supporting Statements/Interview |
| Knowledge and experience of qualitative data analysis approaches.  | Essential | Essential | Supporting Statements/Interview |
| Knowledge and experience of a range of systematically constructed review designs.  | Essential | Desirable | Supporting statements/interview  |
| Experience of working co-operatively and flexibly with colleagues including undertaking appropriate administrative responsibilities | Essential | Essential | Supporting Statements/Interview |
| Computer literate and experienced with basic software packages (Excel, Word)  | Essential | Essential | Application Form/Interview |
| Experience of preparing successful research ethics and governance applications.  | Essential  | Essential | Supporting Statements/Interview |
| Research experience in palliative/end-of-life care  | Essential  | Desirable | Supporting Statements/Interview |
| Experience in authoring and publishing 3/4\*papers for publication in international peer-reviewed journals | Essential  | Desirable | Supporting Statements/Interview |
| Demonstrable ability to prioritise workload, and flexibly adapt to changing priorities and circumstances.  | Desirable | Desirable | Supporting Statements/Interview |
| Experience of applying for competitively awarded grant funding (e.g. NIHR/Research Council/Research Charity) | Desirable | Desirable | Application Form/Supporting statement/Interview |
| Experience of working with policy makers, service users and clinicians to understand their needs and deliver evidence-based,actionable recommendations. | Desirable | Desirable | Supporting Statements/Interview |

1. **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.
2. **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.
3. **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.