

**PERSON SPECIFICATION Research Associate in Superconducting RF Engineering (Cockcroft Institute)**

**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. |
| PhD in Microwave Engineering/Physics or 5 years relevant industrial experience | List of qualifications in the CV including PhD topic, or role descriptions in employment experience for industrial experience. | Essential | CV and Interview |
| Experience of measurement and analysis of superconducting materials with electromagnetic fields. | Use the supporting statement text box to list your experience of measurement and analysis of superconducting materials with electromagnetic fields, and what your role was in the projects. | Essential | Application Form and uploaded CV and covering letter, Supporting Statements, Interview |
| Experience in the development of cryogenic and vacuum systems. | Use the supporting statement text box to list your experience in the development of cryogenic and vacuum systems, and what your role was in the projects. | Essential | Application Form and uploaded CV and covering letter, Supporting Statements, Interview |
| Experience using high strength electric or magnetic fields. | Use the supporting statement text box to list your experience using high strength electric or magnetic fields, and what your role was in the projects. | Essential | Application Form and uploaded CV and covering letter, Supporting Statements, Interview |
| Good interpersonal and communication skills, including writing to a high standard, working effectively within a team, document preparation for collaboration technical notes and journal papers | Evidence of the communication skills demonstrated in the application | Essential | Application Form and uploaded CV and covering letter, |
| Experience of electromagnetic simulations. | Use the supporting statement text box to list your experience of electromagnetic simulations, and what your role was in the projects. | Desirable | Application Form and uploaded CV and covering letter, Supporting Statements, Interview |
| A good publication record in peer-reviewed journals | List of peer-reviewed journal publications including author list, title, journal and publication date | Desirable | Application Form and uploaded CV |

**# 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.