

SENIOR RESEARCH ASSOCIATE – Marine biodiversity and recovery dynamics

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
PhD in marine ecology, or a related discipline	Essential	Application Form
Thorough understanding of marine ecosystem dynamics, and disturbance ecology	Essential	Supporting Statements/Interview
Substantial experience in data analysis and interpretation, including complex ecological datasets	Essential	Supporting Statements/Interview
Evidence of skills in field experiments	Desirable	Interview
Evidence of marine biology field skills, including SCUBA based work	Essential	Supporting Statements/Interview
Experience of effectively working in remote field settings and in small teams	Desirable	Supporting Statements/Interview
Ability to work independently based away from host institution for periods of time	Essential	Interview
Attention to detail, good organisational skills, excellent record-keeping; accuracy in documenting research	Desirable	Interview
Effective interpersonal skills including evidence of working collaboratively within a team and providing appropriate guidance for colleagues	Desirable	Supporting Statements/Interview
Publication record appropriate to stage of career including recent first authored research publications in internationally recognised peer-reviewed journals	Essential	Supporting Statements
Ability to adapt to change, and identify new directions in research questions	Desirable	Supporting Statements/Interview
Proactive and hard-working with a high degree of initiative, enthusiasm and positive attitude	Essential	Interview
Ability to present information in an accurate and appropriate format, and to communicate effectively with a range of groups	Essential	Supporting Statements/Interview
Ability to travel abroad as the work demands	Essential	Interview

- **Application Form** – Normally used to evaluate factual evidence eg award of a PhD. 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.