

**PERSON SPECIFICATION**  
**Postdoctoral Research Associate**  
**Vacancy Ref: A2043**

<b>Criteria</b>	<b>Essential/Desirable</b>	<b>* Application Form/Supporting Statements/Interview</b>
Doctorate, or near completion or equivalent	Essential	Application Form
Experience of working with/for or researching small and medium sized businesses, and an understanding of their needs	Essential	Supporting Statements
Experience of working internationally with multiple stakeholders and/or experience of working in Africa	Essential	Supporting Statements
Ability to facilitate workshops/sessions or an interest to learn	Essential	Supporting Statements
Excellent communication skills, both verbal, written and graphical	Essential	Interview
Good networking skills	Essential	Interview
Experience of organising and analysing quantitative and/or qualitative research	Essential	Supporting Statements
Experience of conducting applied academic research	Essential	Interview
Proven experience in writing, presenting and publishing academic work	Essential	Application Form
Research interests that overlap or complement: business/entrepreneurship, innovation, networks or entrepreneurial learning, knowledge management	Essential	Interview
Ability to compile reports (both consultancy reports and research papers)	Desirable	Interview
An understanding of project-based work – and procedures associated with good working practice	Desirable	Supporting Statements
Motivated and confident self-starter	Essential	Interview
Accuracy and attention to detail	Essential	Interview
Ability to plan and organise own work, and work to deadlines	Essential	Interview
Ability to work collaboratively in a team both within the School and across the institution.	Essential	Interview
Ability to gain access and maintain the interest and cooperation of collaborating organisations	Desirable	Interview
Able to travel to other locations including locations in UK and Africa	Essential	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.