

PERSON SPECIFICATION
Senior Research Associate
Vacancy Ref: A2338

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
PhD in marine ecology, nutrition, or a related discipline	Essential	Application Form
Thorough understanding of coral reef ecology and/or marine ecosystem dynamics and/or food web structure	Essential	Supporting Statements/Interview
Substantial experience in data analysis and interpretation, including statistical modelling of large and complex datasets	Essential	Supporting Statements/Interview
Evidence of skills in Chemical Analysis	Desirable	Interview
Evidence of marine biology field skills, including species sampling	Essential	Supporting Statements/Interview
Fluency in programming language such as R.	Essential	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	Essential	Interview
Effective interpersonal skills including evidence of working collaboratively within a team and providing appropriate guidance for colleagues	Essential	Supporting Statements/Interview
Publication record appropriate to stage of career including recent first authored research publications in internationally recognised peer-reviewed journals	Essential	Application Form
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
Convey an appropriate rationale and interest in applying for this particular post	Essential	Supporting Statement/Interview

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- **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.