

PERSON SPECIFICATION
Departmental Officer
Vacancy Ref: A2500

Criteria	Essential/ Desirable	Application Form / Supporting Statements/ Interview *
PhD in Environmental Chemistry, Physics, Biology or related field (PhD candidates who have submitted their thesis will also be considered)	Essential	Application Form
An understanding of organic chemical pollutants in the environment and their analytical chemistry	Essential	Supporting Statements/ Interview
An understanding of the biological impacts of chemical pollutants, their bioaccumulation and/or ecotoxicology	Essential	Supporting statements/interview
Experience in data analysis and interpretation, including statistical analyses; publication record appropriate to stage of career.	Essential	Application Form/ Interview
Ability to spend time (weeks) in another UK research institute (CEFAS) and interact with scientists there.	Essential	Application Form/ Interview
Attention to detail, good organisational skills, excellent record-keeping; accuracy in documenting research	Essential	Supporting Statements/ Interview
Interest in remote environments such as the Arctic and ability to travel abroad	Essential	Supporting Statements/ Interview
Contribute to the preparation of publications in high-impact journals	Essential	Supporting Statements/ Interview
Experience with modelling the fate of organic pollutants in the environment	Desirable	Interview
Ability to present scientific information to an audience	Desirable	Application Form
Contribute to writing project reports for the funder and stakeholders	Desirable	Interview
Convey an appropriate rationale and interest in applying for this particular post	Desirable	Interview
Proactive and hard-working with a high degree of initiative, enthusiasm and positive attitude	Desirable	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.