

**PERSON SPECIFICATION**  
**Research Associate**  
**Ref: A2548**

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
A thorough understanding of the regulation of plant water use, growth and development, under varying soil hydraulic properties	Essential	Supporting Statements/Interview
Experience in experimental design and statistical analysis and interpretation of experimental data. Suitable experience could include measurements of soil erosion and/or crop yield and its components from field experiments	Essential	Supporting Statements/Interview
Experience in field-based experimental measurements. Suitable experience could include the assessment of plant physiological responses to contrasting soil water availability and the measurement of surface runoff and sediment loss	Essential	Supporting Statements/Interview
Experience in plant nutrient / hormone analysis	Desirable	Supporting Statements/Interview
A PhD in plant or soil science, or related discipline	Essential	Application Form
Publication record appropriate to stage of career including recent first authored research publications in internationally recognised peer-reviewed journals	Essential	Application Form
The ability to present information in an accurate and appropriate format, and to communicate effectively with a range of groups including scientists, commercial companies and farmers	Essential	Supporting Statements/Interview
To convey an appropriate rationale and interest in applying for this particular post	Essential	Application Form
Effective interpersonal skills, including evidence of working collaboratively within a large multi-disciplinary team with partners from different countries.	Essential	Interview
Willingness to travel to overseas field sites and spend periods of time away from Lancaster at project meetings and carrying out field work	Essential	Supporting Statements/Interview

- **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to make a specific supporting statement. 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.