

**PERSON SPECIFICATION**  
**Research Associate**  
**Ref: A2568**

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.	Essential	Supporting Statements/Interview
Experience in field-based experimental measurements, including the assessment of plant physiological responses (eg. leaf gas exchange) to contrasting soil water availability and the determination of cereal phenological stage	Essential	Supporting Statements/Interview
Experience in plant hormone analysis, specifically immunological and photoacoustic spectroscopy techniques	Essential	Supporting Statements/Interview
Experience in the calculation and interpretation of drought tolerance indices	Essential	Supporting Statements/Interview
A PhD in plant science, agronomy or related discipline	Essential	Application Form
Willingness to train early career scientists in water relations and phytohormone measurements to support field campaigns	Essential	Supporting Statements
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 large project teams.	Essential	Interview
Ability to communicate fluently in Spanish	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.