

PERSON SPECIFICATION

SENIOR RESEARCH ASSOCIATE

Behaviourally-mediated shifts in reef fish communities following severe disturbance (NERC Grant)

Ref: A2656

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
PhD in marine ecology, or a related discipline	Essential	Application Form
Thorough understanding of community and/or behavioural ecology	Essential	Supporting Statements/Interview
Thorough understanding of coral reef ecology	Desirable	Supporting Statements/Interview
Substantial experience in data analysis and interpretation, including statistical modelling	Essential	Supporting Statements/Interview
Substantial experience of theoretical ecology including mathematical and/or simulation modelling	Essential	Supporting Statements/Interview
Evidence of marine biology field skills	Essential	Supporting Statements/Interview
Fluency in programming language such as R	Essential	Supporting Statement/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	Desirable	Application form/Interview
Ability to travel abroad as the work demands	Essential	Interview
Convey an appropriate rationale and interest in applying for this particular post	Essential	Application Form/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.