

RESEARCH ASSOCIATE

Ref: A2674

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
A thorough understanding of the regulation of plant growth and development, and water use, under varying soil and plant water status	Essential	Supporting Statements/Interview
Experience in analysis and interpretation of experimental data, including statistical analyses of whether different water and soil nutrient management techniques affect plant physiological responses to environmental factors	Essential	Supporting Statements/Interview
Experience in developing glasshouse-or field-based experiments to assess plant responses to different water and nutrient management regimes	Essential	Supporting Statements/Interview
Experience in leaf gas exchange and canopy temperature measurements	Desirable	Supporting Statements/Interview
Experience measuring greenhouse gas fluxes from soils in pot and field experiments	Desirable	Supporting Statements/Interview
A PhD in plant-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 on irrigation scheduling decision-making and/or nutrient management strategies with a range of groups including scientists 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** - applicant 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.