

PERSON SPECIFICATION

RESEARCH ASSOCIATE – Coral reef ecology (Royal Society)

Ref: A2698

| Criteria   | Essential/<br>Desirable | Application Form/<br>Supporting Statements/<br>Interview* |
|--|-------------------------|---|
| PhD in marine ecology, or a related discipline   | Essential               | Application Form  |
| Thorough understanding of coral reef ecology and/or marine ecosystem dynamics  | Essential               | Supporting Statements/Interview                           |
| Experience in data analysis and interpretation, including statistical analyses of large datasets   | Essential               | Supporting Statements/Interview                           |
| Evidence of marine biology field skills, including SCUBA based surveys   | Essential               | Supporting Statements/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                           |
| 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                  | Essential               | Supporting Statements/Interview                           |
| Ability to travel abroad as the work demands   | Essential               | Interview   |
| Convey an appropriate rationale and interest in applying for this particular post  | Essential               | 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.