

PERSON SPECIFICATION

RESEARCH ASSOCIATE/SENIOR RESEARCH ASSOCIATE

Ref: A2712-R

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
Research experience in the area of investigating human/developer issues (ideally) related to software engineering problems	Essential	Supporting Statements/Interview
Drive to undertake ambitious research that addresses challenging software engineering problems	Essential	Supporting Statements/Interview
Effective interpersonal skills and ability to work in a collaborative setting	Essential	Supporting Statements/Interview
Ability and keenness to use a range of qualitative and quantitative research methods to investigate human issues.	Essential	Supporting Statements/Interview
A PhD in a relevant discipline	Essential Grade 7/Desirable Grade 6	Application Form
Ability to represent Lancaster University and the project as a whole at national and international meetings and conferences.	Essential	Supporting Statements/Interview
Publication record appropriate to stage of career including first author research publications in peer-reviewed journals or conferences	Essential	Application Form
Ability to adhere to deadlines, and strive to achieve important milestones	Essential	Supporting Statements/Interview
To convey an appropriate rationale and interest in applying for this particular post	Essential	Application Form
Expertise in research areas relevant to the project, such as software engineering, human issues, tool use.	Desirable	Supporting Statements/Interview

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- **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.