Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview
A Master's degree or equivalent in a discipline or inter-discipline associated with the social sciences or the humanities or library science	Essential	Application Form
A familiarity with debates around Open Access publishing	Essential	Application Form/ Interview
Ability to be independent, flexible and well-organised in dealing with administrative tasks	Essential	Application Form/ Interview
Ability to write project reports, blog posts, and communicate research in a manner relevant to academic and non-academic audiences and research partners, including in peer reviewed academic publications	Essential	Application Form/ Interview
Able to build up good rapport with colleagues and the academic/industry team and to network effectively, including presenting at both academic and non-academic events	Essential	Application Form/ Interview
A commitment to public engagement and knowledge exchange	Desirable	Application Form/ Interview
A PhD in a discipline or inter-discipline associated with the social sciences or the humanities or library science	Desirable	Application Form
Qualitative and/or qualitative data analysis skills	Desirable	Application Form/ Interview
A deep understanding of the contemporary social/economic context of Open Access book publishing, especially within UK and/or Europe	Desirable	Application Form/ Interview
Existing network of contacts with UK and/or European libraries	Desirable	Application Form/ Interview

- **Application Form** – assessed against the application form, curriculum vitae and cover letter of support. Applicants will not be asked to make a specific supporting statement. This is normally used to evaluate factual evidence eg award of a PhD. Applicants will be "scored" as part of the shortlisting process.

- **Interview** – assessed during the interview process by for example, competency based interview questions, tests, presentation etc.