Lancaster University

RESEARCH ASSOCIATE, BIAS PROJECT
Vacancy ref: A2950

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
To convey an appropriate rationale and interest in applying for this particular post, e.g. demonstrating the importance of the research within the context of the technical landscape of algorithmic decision making	Essential	Supporting Statements/Interview
A PhD (or about to complete) in Data Science or a related discipline	Essential	Application Form
Experience in data mining, including (but not limited to) text analytics, feature extraction, missing data imputation, and dimension reduction	Essential	Supporting Statements/Interview
Experience in data analysis using statistical modelling and machine learning	Essential	Supporting Statements/Interview
Effective programming skills, including skills in data analysis packages, such as R and Python	Essential	Supporting Statements/Interview
Familiarity with literature in the area of data science / related areas and bias algorithms and experience in literature synthesis	Essential	Supporting Statements/Interview
Effective communication and interpersonal skills including evidence of working collaboratively within a team and providing appropriate guidance for colleagues	Essential	Application Form/Interview
Experience in drafting research reports and / or peer reviewed publications	Desirable	Supporting Statements/Interview
Experience in Bayesian statistics	Desirable	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 e.g. 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.