PERSON SPECIFICATION
Outreach and Research Associate
Vacancy Ref: A3102

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview
EITHER a Master's degree or equivalent in a discipline or inter-discipline associated with the social sciences, publishing, design, the humanities, or library science OR demonstrable experience in scholarly libraries or the publishing industry	Essential	Application Form
A familiarity with debates around Open Access publishing	Essential	Supporting Statements/Interview
Ability to be independent, flexible, and well-organised in dealing with administrative tasks	Essential	Supporting Statements/Interview
Ability to produce written materials aimed at a non-academic audience, potentially including press releases, evidence-based case studies, social media posts, and blog posts	Essential	Supporting Statements/Interview
Good at problem-solving and seeing jobs through to completion even with tight deadlines	Essential	Supporting Statements/Interview
Able to network effectively with non-academic stakeholders, especially in the academic library community, including presenting at relevant events	Essential	Supporting Statements/Interview
A commitment to equal opportunities and the ability to work well with colleagues and stakeholders of all cultures and backgrounds	Essential	Supporting Statements/Interview
A commitment to public engagement and knowledge exchange	Desirable	Supporting Statements/Interview
A PhD in a discipline or inter-discipline associated with the social sciences, publishing, design, the humanities, or library science	Desirable	Application Form
Qualitative data analysis skills	Desirable	Supporting Statements/Interview
Graphic design skills	Desirable	Supporting Statements/Interview
A deep understanding of the contemporary context of Open Access book publishing or scholarly libraries and/or knowledge of the economics of scholarly publishing and of government policy around Open Access, especially within the UK and European contexts	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. This is normally used to evaluate factual evidence, e.g. award of a PhD. Applicants 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, for example, competency-based interview questions, tests, presentations, etc.