

**PERSON SPECIFICATION**  
**Senior Research Associate (0.5FTE), Centre for Child and Family Justice Research**  
**Vacancy Ref: A3291**

Criteria	Essential/ Desirable	* Application Form/ Supporting Statements/ Interview
A doctorate in a social science discipline or one relevant to the study, or equivalent experience	Essential	Application form
The ability to convey an appropriate rationale and interest in applying for this particular post	Essential	Application form / supporting statement / interview
Expertise in quantitative research in a relevant field, including a range of statistical methods and software (e.g. SPSS, Stata, R)	Essential	Application form / supporting statement / interview
Experience in social survey design and administration, including the use questionnaire design software (e.g. Qualtrics, Survey Monkey)	Essential	Application form / supporting statement / interview
Experience in applying to access administrative data, data linkage, and analysis of secondary data	Desirable	Application form / supporting statement / interview
An understanding of children’s social care, permanence, and/or the family justice system in Scotland	Desirable	Application form / supporting statement / interview
Effective personal, written and oral communication skills and the ability to present information in an accurate and appropriate format	Essential	Application form / supporting statement / interview
Knowledge of research ethics	Desirable	Application form / supporting statement / interview
Effective organisational skills including the ability to work collaboratively within a team	Essential	Application form / supporting statement / interview
Commitment to ongoing personal development and training	Desirable	Application form / supporting statement / interview
Publication record appropriate to stage of career	Desirable	Application form / supporting statement / interview

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- **Application Form** – assessed against the application form, curriculum vitae and letter of support. Normally used to evaluate factual evidence eg award of a qualification. 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.