

PERSON SPECIFICATION

REF: A3295

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
A thorough working understanding of experimental techniques in soil science, in particular in relation to the C and nutrient cycles (N, P) and the impact of degradation processes on soil physical properties	Essential	Supporting Statements/Interview
Experience working in a soil laboratory, and understanding of standards and procedures for analysing C and N stable isotopes	Essential	Supporting Statements/Interview
A PhD in Soil Science or related discipline	Essential	Application Form
Publications record appropriate to stage of career including first author research publications in peer-reviewed journals	Essential	Application Form
Experience of quantitative research: study design, managing projects, quality assuring, analysing data and interpretation of experimental data	Essential	Supporting Statements/Interview
Effective computer programming skills in R or Matlab	Essential	Supporting Statements/Interview
The ability to present information in an accurate and appropriate format.	Essential	Application Form
To convey an appropriate rationale and interest in applying for this particular post	Essential	Application Form
Uses appropriate styles and arguments to influence and negotiate satisfactory outcomes	Essential	Interview
Effective interpersonal skills including evidence of working collaboratively within a team and providing appropriate guidance for colleagues	Desirable	Interview
Preparation of new studies including submissions for grants	Desirable	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.