PERSON SPECIFICATION
SENIOR RESEARCH ASSOCIATE: FULL-STACK WEB DEVELOPER
Vacancy Ref: A3349

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
A Bachelor degree in Software Engineering or a related discipline	Essential	Application form
Experience in both front-end and back-end web development	Essential	Application Form
Interest in global public health issues	Desirable	Supporting Statements/Interview
Able to work independently and to deadlines	Essential	Supporting Statements/Interview
The ability to present information in an accurate and appropriate format	Essential	Application Form
The ability and willingness to learn new software engineering techniques	Essential	Supporting Statements/Interview
Able to write concise and clear software documentation	Essential	Supporting Statements/Interview
To convey an appropriate rationale and interest in applying for this post	Essential	Application Form
Advanced knowledge of Node.js or Python languages	Essential	Supporting Statements/Interview
Advanced knowledge of CSS and JavaScript	Essential	Supporting Statements/Interview
Good knowledge of open-source RDBMS systems, such as PostgreSQL or MySQL, and spatial data for these.	Desirable	Supporting Statements/Interview
Experience of using development and deployment technologies, such as source code control, CI and containers	Desirable	Supporting Statements/Interview
An understanding of the issues of ethics and security in information systems	Essential	Supporting Statements/Interview
Working knowledge of the R language	Desirable	Supporting Statements/Interview
Effective interpersonal skills including evidence of working collaboratively within a team and providing appropriate guidance for colleagues	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.