

PERSON SPECIFICATION

SENIOR RESEARCH ASSOCIATE

Response of coral reef fisheries to climate change (EU funding)

Vacancy Ref: A3401

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
PhD in marine ecology, fisheries science, or a related discipline.	Essential	Application Form
Thorough understanding of fisheries science and marine ecosystem dynamics.	Essential	Supporting Statements/Interview
Substantial experience in data analysis and interpretation, including statistical modelling of large and complex datasets.	Essential	Supporting Statements/Interview
Skills in spatial data analysis.	Desirable	Interview
Fluency in programming language such as R.	Essential	Interview
Ability to work independently based away from host institution for periods of time.	Essential	Interview
Attention to detail, good organisational skills, excellent record-keeping; accuracy in documenting research.	Essential	Interview
Effective interpersonal skills including evidence of working collaboratively within a team and providing appropriate guidance for colleagues.	Essential	Supporting Statements/Interview
Publication record appropriate to stage of career including recent first authored research publications in internationally recognised peer-reviewed journals.	Essential	Supporting Statements
Ability to adapt to change, and identify new directions in research questions.	Desirable	Supporting Statements/Interview
Proactive and hard-working with a high degree of initiative, enthusiasm and positive attitude.	Essential	Interview
Ability to present information in an accurate and appropriate format, and to communicate effectively with a range of groups including scientists and stakeholders.	Essential	Supporting Statements/Interview
Ability to travel abroad as the work demands.	Essential	Interview
Evidence of an ability to communicate widely and effectively with international partners.	Essential	Interview
Convey an appropriate rationale and interest in applying for this particular post.	Essential	Interview

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- **Application Form** – Normally used to evaluate factual evidence e.g. award of a PhD. 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.