## PERSON SPECIFICATION
### Research Associate: Social Science in a Time of Change
#### Vacancy Ref: A3500

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Essential/ Desirable</th>
<th>* Application Form/ Supporting Statements/ Interview</th>
</tr>
</thead>
<tbody>
<tr>
<td>A PhD in a social sciences discipline. We will also consider exceptional candidates who have completed their PhD research and are in the later stages of writing up.</td>
<td>Essential</td>
<td>Application Form/Supporting Statement</td>
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<td>An interest in the UK higher education system and the social sciences as a whole.</td>
<td>Essential</td>
<td>Interview</td>
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<td>Evidence of relevant applied research and data analysis skills, and in particular the ability to analyse and present quantitative data.</td>
<td>Essential</td>
<td>Application form/ Supporting Statement/Interview</td>
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<td>Ability to enrich findings by combining the outcomes of quantitative and existing qualitative research.</td>
<td>Essential</td>
<td>Supporting Statement/Interview</td>
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<td>Ability to write project reports in plain English and to communicate project findings with clarity to non-academic audiences.</td>
<td>Essential</td>
<td>Supporting Statement/Interview</td>
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<td>Strong IT and data visualisation skills.</td>
<td>Essential</td>
<td>Supporting Statement/Interview</td>
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<td>Experience of analysis of HESA and comparable HE data.</td>
<td>Desirable</td>
<td>Supporting Statement/Interview</td>
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<td>Ability to liaise with a wide range of people at different levels of seniority.</td>
<td>Essential</td>
<td>Supporting Statement/Interview</td>
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<td>A self-starter with sound judgement, the ability to work independently and to keep to deadlines.</td>
<td>Essential</td>
<td>Interview</td>
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<td>Ability to work co-operatively and flexibly with colleagues as part of a virtual team.</td>
<td>Essential</td>
<td>Interview</td>
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<td>Strong communication and interpersonal skills, including the ability to relate to senior academics and to non-academic professional audiences.</td>
<td>Essential</td>
<td>Interview</td>
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<tr>
<td>Please write a statement in support of your application, including your rationale for applying for this post and how your research skills fit with the aims and objectives of the project to which this post is attached. (max 500 words)</td>
<td>Essential</td>
<td>Supporting Statement/Interview</td>
</tr>
</tbody>
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* • **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. 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 as part of their application 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.