



PERSON SPECIFICATION

Vacancy Ref: A3416

| Criteria | Essential/ Desirable | Application Form / Supporting Statements/ Interview |
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| Ability to manage projects/operations within budget | Essential | Supporting statement and interview |
| Willingness and ability to carry out risk assessments, update COSHH information and generally provide a safe working cleanroom environment. | Essential | Interview, references, supporting statement |
| Excellent practical ability, with good communication and inter- personal skills. Ability to communicate with all levels of staff in the University, both orally and in writing. Be able to successfully negotiate with and influence others towards an increasingly cooperative working environment. | Essential | Interview, references |
| Ability to troubleshoot difficult and at times complex situations, using tact and diplomacy towards successful resolution of issues. | Essential | Supporting statement and interview |
| Strongly self-motivated with the ability to develop new techniques and processes | Essential | Application form, references |
| PhD (or equivalent) in relevant area | Essential | Application form, references |
| Hands on experimental experience in nanotechnology, with a firm foundation in processing and fabrication of nanostructures and devices. Expertise in the majority of: ICP etching, plasma-enhanced chemical vapour deposition, reactive ion etching, electron-beam lithography, conventional photolithography, wet etching and thin- film deposition. | Essential | Interview, references, supporting statement |
| Ability to contribute to supervision of postgraduate students and interaction with post-doctoral research staff to help drive forward cutting-edge research. | Essential | Supporting statement and interview |
| To convey an appropriate rationale and interest for applying for this post. | Essential | Interview. |
| Management experience within higher education, including the management of people and resources | Desirable | Supporting statement and interview |
| Practical experience of analytical techniques, including some of; scanning electron microscopy, scanning probe microscopy, high resolution X-ray diffraction, luminescence spectroscopy, low temperature techniques, transport property measurements. | Desirable | Supporting statement and interview |
| Evidence of interaction with industry, direct or indirect contributions towards academic outputs; e.g. conferences and journal publications. | Desirable | Supporting statement and interview |

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| Ability to contribute towards the development of research and postgraduate teaching plans | Desirable | Interview, references |
| Ability to obtain external research funding | Desirable | Supporting statement, references |
| Ability to think strategically and willingness to exercise leadership | Desirable | Supporting statement and interview |
| Ability innovate and support change management including experience of leading, supporting and motivating a team through change | Desirable | Supporting statement and interview |

- **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 e.g. 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.