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**PERSON SPECIFICATION (Research Associate)**

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| **Criteria** | **Essential/ Desirable** | **Application Form/ Supporting Statements/ Interview** |
| Please describe your reasons for applying for this post (You do not need to provide an additional covering letter) | Essential | Supporting Statements |
| A completed PhD, research experience and solid background knowledge in a relevant area. | Essential | Application Form/ Supporting Statements/ Interview |
| Knowledge and practical experience of measuring greenhouse gas fluxes, soil processes and plant traits in the lab and field. | Essential | Supporting Statements/ Interview |
| Understanding of and experience in conducting fieldwork safely in remote locations under tropical conditions | Essential | Supporting Statements/ Interview |
| Commitment to spending extended periods of time (6-9 month stays) doing fieldwork in tropical forest in Panama | Essential | Supporting Statements/ Interview |
| Experience in methodological areas related to the research project namely: soil extract preparation for nutrient content and microbial biomass; sample processing and chemical analyses of plant and soil material. | Essential | Supporting Statements/ Interview |
| Willingness to undertake field and lab measurements outside of regular working hours if required. | Essential | Interview |
| The ability to present data and research information in an accurate and appropriate format. | Essential | Application Form/ Interview |
| A commitment to work safely within any relevant safety guidelines or legislation and to participate in regular project meetings. | Essential | Interview |
| Experience of working as part of a team and supervising field assistants, but also to work independently when required. | Essential | Supporting Statements / Interview |
| Ability to drive a small boat (40HP outboard motor) and willingness to take the Panama Canal Authority’s boating exam. | Essential | Supporting Statements / Interview |
| Competence in statistical analysis and graphical representation of ecological data using R. | Desirable | Supporting Statements |
| Commitment to ongoing personal development and training. | Desirable | Supporting Statements/ Interview |
| Valid driving license and experience driving 4x4 vehicles. | Desirable | Supporting Statements |
| Ability to communicate fieldwork instructions to local assistants in Spanish | Desirable | Supporting Statements/ Interview |
| Ability to publish research findings in appropriate journals both as lead author and co-author | Desirable | Supporting Statements/ |

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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** - 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.