

**PERSON SPECIFICATION**

**POSTDOCTORAL RESEARCH ASSOCIATE**

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| **Criteria** | **Essential/ Desirable** | **Application Form / Supporting Statements/ Interview \*** |
| Demonstrable experience with applying qualitative social science research methods, including collection, transcription, and analysis of qualitative interview data | Essential | Application Form/Supporting Statements/Interview |
| Knowledge of food insecurity and/or child health and adolescent well-being (or strong interest in learning about these topics in preparation for the role) | Essential | Application Form/Supporting Statements/Interview |
| A PhD in Sociology, Anthropology, or a related social science field | Essential | Application Form |
| A strong record of publications (relative to career stage) in leading social science journals | Essential | Application Form |
| Conversational fluency and written literacy in English and Hindi—please list all language proficiencies, including level of fluency, on CV | Essential | Application Form/Interview |
| Ability to engage productively with remote working and work effectively both independently and as a member of a team | Essential | Supporting Statements/Interview |
| Willingness and ability to travel to India for fieldwork and project workshops | Essential | Supporting Statements/Interview |
| Excellent written communication skills-- as part of the application, please submit a writing sample of either a) your best published work OR b) single thesis chapter (in the latter case, 30 pages maximum inclusive of references) | Essential | Application Form/Interview |
| Knowledge of sociocultural context of Goa and/or Uttar Pradesh, particularly points relevant to food insecurity, family life, and data collection on these topics | Desirable | Supporting Statements/Interview |
| Expertise in effective methods for collecting qualitative data on sensitive topics (such as inequalities within households) | Desirable | Supporting Statements/Interview |
| Expertise in effective methods for collecting qualitative data from children and adolescents | Desirable | Supporting Statements/Interview |
| Fluency in one or more of the following: Kannada, Marathi, local dialects used in Uttar Pradesh | Desirable | Application Form/ Interview |

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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 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.