

PERSON SPECIFICATION
Senior Research Associate/Research Associate
Grade 7/6

Criteria	Essential / Desirable Grade 7	Essential/ Desirable Grade 6	Application Form/ Supporting Statements/ Interview*
Educated to Master's level in a health/social care related subject	Essential	Essential	Application Form
Evidence of a thorough working understanding of research in a clinical and academic setting	Essential	Essential	Supporting Statements/Interview
Ability to undertake recruitment and data collection in health/social care settings	Essential	Essential	Supporting Statements/Interview
Knowledge and experience of quantitative and qualitative data analysis approaches.	Essential	Essential	Supporting Statements/Interview
Experience of working co-operatively and flexibly with colleagues including undertaking appropriate administrative responsibilities	Essential	Essential	Supporting Statements/Interview
Computer literate and experienced with basic software packages (Excel, Word)	Essential	Essential	Supporting Statements/Interview
Educated to doctoral level in a health/social care related subject	Essential	Desirable	Application Form
Research experience in palliative/end-of-life care	Essential	Desirable	Supporting Statements/Interview
Experience in authoring and publishing 3/4*papers for publication in international peer-reviewed journals	Essential	Desirable	Supporting Statements/Interview
Experience of applying for competitively awarded grant funding (e.g. NIHR/Research Council/Research Charity)	Essential	Desirable	Supporting Statements/Interview

Experience of preparing successful research ethics and governance applications.	Essential	Desirable	Supporting Statements/Interview
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1. **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.
2. **Supporting Statements** - applicant are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
3. **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.