

RESEARCH ASSOCIATE

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview*
A strong undergraduate degree in psychology or a related discipline	Essential	Application Form
Experience of participant recruitment, ethical considerations regarding research, and data management.	Essential	Supporting Statements / Interview
Demonstrate a good understanding of data protection regulations, in relation to research activity.	Essential	Supporting Statements / Interview
Experience of using both qualitative and quantitative research methods	Essential	Supporting Statements / Interview
Knowledge of social psychological theory relevant to social identity theory and teamwork	Essential	Supporting Statements / Interview
Excellent communication and interpersonal skills	Essential	Supporting Statements / Interview
Excellent organisational and administrative skills, including report writing and the preparation of presentation materials.	Essential	Supporting Statements / Interview
Publication record appropriate to stage of career	Essential	Application Form
To convey an appropriate rationale and interest in applying for this particular post	Essential	Interview
Experience interacting with research participants	Essential	Interview
A PhD in psychology or a related discipline	Desirable	Application Form
Experience conducting research interviews	Desirable	Interview
Experience of dissemination activity to a variety of audiences, including non-academic audiences	Desirable	Supporting Statements / Interview
Knowledge on how to design and deliver organisational training	Desirable	Interview

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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** - 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.
- **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.