

**PERSON SPECIFICATION**

**Vacancy Ref:**

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| **Criteria** | **Essential/ Desirable** | **\* Application Form/ Supporting Statements/ Interview**  |
| A PhD (or close to completion/submission of a PhD) in Biostatistics or a related discipline. | Essential | Application Form |
| Experience in applying models for the statistical analysis of large, complex biological datasets. | Essential | Supporting Statements/Interview |
| Experience in analysis and interpretation of experimental data. | Essential | Supporting Statements/Interview |
| Evidence of being able to effectively troubleshoot research problems and work independently. | Essential | Supporting statement/Interview |
| Ability to communicate research findings effectively.  | Essential | Presentation/Interview |
| Ability to work with and support collaborators to ensure that tasks are completed to schedule and to a high standard. | Essential | Supporting Statements/Interview |
| Publications record in peer-reviewed journals or evidence of research output appropriate to stage of career. | Desirable | Application Form |
| Effective interpersonal skills including evidence of working collaboratively within a team and mentoring colleagues. | Desirable | Interview |
| Experience in carrying out statistical analysis on complex linked human datasets, such as parent-child cohorts | Desirable | Application form/Supporting statement/Interview |
| Willingness to represent the Division’s activities to groups outside the University, (*e.g.* charity groups, local schools *etc*). | Desirable | Supporting statement/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 eg award of a qualification. Will be “scored” as part of the shortlisting process.
* **Supporting Statements** - applicants are asked to provide a statement as part of their application 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.