

**PERSON SPECIFICATION**

**Doctoral Research Associate in Accounting and Finance**

**Vacancy ref:**

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| Criteria | Essential/ Desirable | Application Form/ Supporting Statements/ Interview |
| Undergraduate degree (upper second class or better) in accounting, finance, economics, or business | Essential | Application form |
| Masters degree at distinction level in accounting, finance or economics (taught in English) | Essential | Application form |
| Commitment to study for PhD in accounting, finance or relevant subject | Essential | Interview |
| Commitment to pursue an academic research-focused career | Essential | Interview |
| Excellent communication and inter-personal skills | Essential | Supporting Statements / Interview |
| Show potential for career development at Lancaster | Essential | Interview |
| Research interests that relate to and / or complement those of existing staff | Desirable | Application form / Interview |
| Future teaching interests fit with Departmental teaching needs | Desirable | Application form / Interview |

* **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.