

**RESEARCH ASSOCIATE**

**Business and Biodiversity Research Associate post**

**REF: 0218-23**

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| Criteria | Essential/ Desirable | Application Form/ Supporting Statements/ Interview\* |
| A completed or nearly completed PhD with a focus on any aspect of business and biodiversity, but preferably in the broad area of accounting and finance | Essential | Application Form |
| Experience in the collation, management, synthesis, and analysis of qualitative and quantitative data appropriate to the job role. | Essential | Supporting Statements/Interview |
| Ability to communicate clearly and concisely in written English and prepare documents such as technical notes, journal papers, presentations and outreach material. | Essential | Interview |
| Effective interpersonal skills including evidence of working collaboratively within a team and with stakeholders. | Essential | Interview |
| Experience of engaging with selected policy and practice communities of interest | Desirable | Application Form |
| Publications record appropriate to stage of career including first author research publications in peer-reviewed journals. | Desirable | Application Form |

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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.