

**PERSONAL SPECIFICATION**

**Senior Research Associate/Research Associate**

**Mathematical Modelling, Integer Programming, Exact and Heuristic Algorithms**

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| **Criteria** | **Essential/ Desirable** | **\* Application Form/ Supporting Statements/ Interview** |
| Should demonstrate knowledge in: Mathematical Modelling, Integer Programming, Exact and Heuristic Algorithms. | Essential | Supporting Statements/ Interview |
| A PhD (or within three months from the completion of their PhD, Applies to RA only) in Operational Research, Computer Science, Mathematics, Engineering or a related discipline. | Essential | Application Form |
| Excellent computer programming skills. | Essential | Supporting Statements/ Interview |
| Familiarity with Operational Research Applications in Transportation and Logistics (preferably in Aviation and Rail transportation). | Desirable | Application/Supporting Statements/ Interview |
| Publications record appropriate to stage of career including research publications in peer-reviewed journals. | Desirable | Application Form |
| Ability to work both independently and as part of an interdisciplinary research team. | Essential | Supporting Statements/ Interview |
| Ability to present their work to a specialist audience. | Desirable | Supporting Statements/ Interview |
| Proven communication skills with non-specialist audiences. | Desirable | Supporting Statements/ Interview |
| Ability to present information in an accurate and appropriate format. | Essential | Application Form |
| Must be willing to travel according to project needs (short visits). | Essential | Interview |
| Experience in analysis and interpretation of research results and work with large databases. | Desirable | Supporting Statements/ Interview |
| Experience in managing projects. | Desirable | Supporting Statements/ Interview |
| To convey an appropriate rationale and interest in applying for this particular post. | Essential | Application Form |
| Uses appropriate styles and arguments to influence and negotiate satisfactory outcomes. | Essential | Interview |
| Preparation of new studies including submissions for grants and obtaining external agreements such as ethical approval. | Desirable | Application/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 e.g. 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 competency-based interview questions, tests, presentation etc.