

**SENIOR RESEARCH ASSOCIATE in Organisational Learning Dynamics within the Nuclear Decommissioning Authority**

| Criteria | Essential/ Desirable | Cover Letter/ Supporting Statements/ Interview\* |
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| A thorough working understanding of academic literature reviews; research design; and qualitative and mixed research methods and analysis | Essential | Supporting Statements and Interview |
| A submission for a PhD in organisation or management studies, sociology, anthropology, an interdisciplinary combination, a related discipline, or equivalent experience | Essential | Cover Letter/CV |
| Effective planning and management of research projects | Essential | Supporting Statements and Interview |
| To convey an appropriate rationale and interest in applying for this particular post | Essential | Cover Letter and Interview |
| Effective interpersonal skills, including working collaboratively and providing constructive contributions to colleagues and partners | Essential | Supporting Statements and Interview |
| Producing business communications such as business, management, or consulting reports | Desirable | Supporting Statements and Interview |
| Effective knowledge of the academic fields of organizational learning, particularly interpretative and critical traditions | Desirable | Supporting Statements and Interview |
| Effective knowledge of consulting or organisational diagnosis processes | Desirable | Supporting Statements and Interview |

* **Cover Letter/ CV** – Please discuss why you are interested specifically in this position, and how it fits with your career goals. Please also describe any skills you have developed that are relevant to this post, and how you may seek to develop this area of research. Please include a 2-page CV.
* **Supporting Statements** - Please provide a supporting statement for each Personal Specification point that is listed as being scored via “Supporting Statements”. This should include examples that provide evidence of your experience and expertise. Aim for one paragraph per criteria (~50-200 words).
* **Interview** – assessed during the interview process.