

**PERSON SPECIFICATION**

**Research Associate - Citizenship Model: Hearing New Voices Through Research**

<b>Criteria</b>	<b>Essential/ Desirable</b>	<b>Application Form / Supporting Statement / Interview</b>
1. Degree in a relevant area or the knowledge, skills and experience normally associated with a first degree.	Essential	Application Form / Supporting Statement
2. A Masters or an equivalent professional qualification in a relevant area or at least 2 years appropriate professional experience.	Essential	Application Form / Supporting Statement
3. Minimum of 1 years' experience in conducting applied research.	Essential	Supporting Statement / Interview
4. Experience of a range of different qualitative and / or quantitative approaches and analysis.	Essential	Supporting Statement / Interview
5. Experience of working directly and achieving results with a wide range of stakeholders.	Essential	Supporting Statement / Interview
6. Sufficient breadth or depth of specialist knowledge in the discipline to effectively contribute to research programmes and to the development of research activities.	Essential	Supporting Statement / Interview
7. Ability to prepare research papers, reports and conference presentations to a high standard.	Essential	Supporting Statement / Interview
8. The ability to organise own research workload with general supervision from senior colleagues.	Essential	Supporting Statement / Interview
9. Excellent communication skills both written and oral (including the ability to communicate with a range of different stakeholders, such as research participants healthcare staff and managers).	Essential	Supporting Statement / Interview
10. Effective project management skills, including the ability to organise work to meet deadlines.	Essential	Supporting Statement / Interview
11. Ability to manage conflicting priorities and time effectively.	Essential	Supporting Statement / Interview
12. Computer literate with advanced Word, Excel, NVivo and/or SPSS (or alternative).	Essential	Supporting Statement / Interview
13. Experience of literature review and synthesis using appropriate methodologies.	Desirable	Supporting Statement / Interview
14. Experience of writing for publication.	Desirable	Supporting Statement / Interview
15. Experiencing of conducting research in health or social care environments.	Desirable	Supporting Statement / Interview

16. Specific knowledge and / or interest in co-production.	Desirable	Supporting Statement / Interview
17. Knowledge and experience of research governance and ethics applications.	Desirable	Supporting Statement / Interview

- Application Form – assessed against the application form and where appropriate, curriculum vitae. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. 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, work-related exercise, presentation or teaching session etc.