

**PERSON SPECIFICATION**  
**Research Fellow**

<b>Criteria</b>	<b>Essential/ Desirable</b>	<b>Application Form / Supporting Statement / Interview</b>
1. Doctorate in a relevant area or equivalent professional experience of research.	Essential	Application Form / Supporting Statement
2. Excellent knowledge of relevant applied research methodologies.	Essential	Supporting Statement / Interview
3. Specific expertise in health and/or social care research.	Essential	Supporting Statement / Interview
4. Experience of working directly and achieving results with a wide range of stakeholders.	Essential	Supporting Statement / Interview
5. Track record of publishing journal articles and other outputs from research.	Essential	Supporting Statement / Interview
6. Ability to organise own research workload with general supervision from senior colleagues.	Essential	Supporting Statement / Interview
7. Ability to supervise the research of others.	Essential	Supporting Statement / Interview
8. 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
9. Effective project management skills, including the ability to organise work to meet deadlines.	Essential	Supporting Statement / Interview
10. Ability to manage conflicting priorities and time effectively.	Essential	Supporting Statement / Interview
11. Computer literate with advanced Word, Excel, SPSS and/or NVivo skills.	Essential	Supporting Statement / Interview
12. Relevant work experience.	Desirable	Application Form / Supporting Statement
13. Experience of conducting rapid reviews.	Desirable	Supporting Statement / Interview
14. Experience of leading or supporting Patient, Public, Professional Involvement and Engagement (PPPIE) events.	Desirable	Supporting Statement / Interview
15. Experience of working with industrial partners.	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.