

**PERSON SPECIFICATION**
**Research Associate – Improving females health and performance by mitigating heat strain**

| <b>Criteria</b>  | <b>Essential/<br/>Desirable</b> | <b>Application Form /<br/>Supporting Statement /<br/>Interview</b> |
|--|---------------------------------|--|
| 1. Degree in a relevant area or the knowledge, skills and experience normally associated with a first degree.  | Essential                       | Application Form /<br>Supporting Statement                         |
| 2. A Masters or an equivalent professional qualification in a relevant area <b>or</b> at least 2 years appropriate professional experience.  | Essential                       | Application Form /<br>Supporting Statement                         |
| 3. Minimum of 1 years' experience in conducting empirical research.  | Essential                       | Application Form /<br>Supporting Statement                         |
| 4. Commitment to high quality research.  | Essential                       | Supporting Statement /<br>Interview                                |
| 5. Experience of literature review and synthesis using appropriate methodologies.  | Essential                       | Supporting Statement /<br>Interview                                |
| 6. Knowledge of appropriate research methods including, for example, carrying out literature searches, conducting interviews and focus groups, conducting laboratory study with human participants.  | Essential                       | Supporting Statement /<br>Interview                                |
| 7. 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 /<br>Interview                                |
| 8. Ability to prepare research papers, reports and conference presentations to a high standard.  | Essential                       | Supporting Statement /<br>Interview                                |
| 9. The ability to organise own research workload with general supervision from senior colleagues.  | Essential                       | Supporting Statement /<br>Interview                                |
| 10. 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                       | Interview  |
| 11. Effective project management skills, including the ability to organise work to meet deadlines.   | Essential                       | Supporting Statement /<br>Interview                                |
| 12. Ability to manage conflicting priorities and time effectively.   | Essential                       | Interview  |

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| 13. Computer literate with advanced OneDrive, Outlook Word, Excel, NVivo and / or SPSS (or alternative). | Essential | Supporting Statement / Interview |
| 14. Experience of a range of different qualitative and / or quantitative approaches and analysis.        | Desirable | Interview                        |
| 15. Experience of writing for publication.   | Desirable | Interview                        |
| 16. Experience of working directly and achieving results with a wide range of stakeholders.              | Desirable | Interview                        |
| 17. Specific knowledge and / or interest in our Institute thematic areas for research.                   | Desirable | Interview                        |
| 18. Knowledge and experience of research governance and ethics applications.                             | Desirable | 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.