PERSON SPECIFICATION
Research Fellow in Mental Health

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Doctorate in a relevant area, e.g. psychology, health services research, or equivalent professional experience of research.	Essential	Application Form
2. Excellent knowledge of relevant research methodologies.	Essential	Application Form / Supporting Statement
3. Experience of working directly and achieving results with a wide range of stakeholders.	Essential	Supporting Statement / Interview
4. Track record of publishing journal articles and other outputs from research.	Essential	Supporting Statement / Interview
5. Ability to organise own research workload with general supervision from senior colleagues.	Essential	Supporting Statement / Interview
6. Ability to supervise the research of others.	Essential	Supporting Statement / Interview
7. 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
8. Effective project management skills, including the ability to organise work to meet deadlines.	Essential	Supporting Statement / Interview
9. Ability to manage conflicting priorities and time effectively.	Essential	Supporting Statement / Interview
10. Computer literate with advanced Word, Excel, SPSS and / or NVivo skills.	Essential	Application Form / Supporting Statement
11. Experience of HRA research ethics and governance applications.	Desirable	Application Form / Supporting Statement
12. Experience of working on a funded project.	Desirable	Application Form / Supporting Statement

- 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.