



Person Specification

This form lists the essential and desirable requirements needed in order to do the job.

Applicants will be shortlisted **solely** on the extent to which they meet these requirements.

Job title: Research Officer in Inherited Inequalities and Social Mobility

Department/Division: International Inequalities Institute

Accountable to: Institute Director

Competency	Criteria	E/D
Knowledge & experience	A completed PhD (or close to completing a PhD by the post start date) in a social science area relevant for the successful conduct of research on 'Inherited Inequalities and Social Mobility'	E
	Proven expertise and research interests focused on the measurement, causes and consequences of inequality of opportunity and/or intergenerational mobility	E
	Proven skills and experience in quantitative methods which demonstrate the capacity to conduct original and rigorous research on topics related to inequality of opportunity, mobility and intergenerational transmission of inequality.	E
	Proven ability to apply innovative quantitative methods that could include (but are not limited to) methods such as: clustering methods, machine learning, non-parametric methods	E
	Ability to conduct analysis of original data of different nature including: survey data, administrative records, data with incomplete information	E
	Ability to conduct research on a comparative and international basis	
	Willingness to collaborate on mixed method research	D
	Evidence of the capacity to prepare publications of high academic standard	D
	Ability to undertake research that informs the public debate and ability to engage with non-academic audiences	D
	Experience of relevant teaching	D



Communication	Excellent written and verbal communication skills	E
	Ability to present research findings to a variety of academic and non-academic audiences	E
Teamwork and Motivation	Ability to work as part of a collaborative research team	E
	Ability to take responsibility for and work independently on specific project tasks as agreed with theme convenors	E
	A flexible and creative attitude to work	E
Liaison and Networking	Evidence of experience of participation in academic/ policy events, conferences	E
	Initiating and sustaining links with external bodies to foster collaboration	D
	Demonstrable ability to build and maintain networks of contacts	D
Planning and Organising	Evidence of time management skills, setting priorities and meeting deadlines	E
	Ability to organise conferences, seminars and workshops	D
Investigation, Analysis and Research	Demonstrable ability to collate and analyse data from a range of sources	E
	Proven skills in handling incomplete data e.g. missing data imputation, weighting and sample balance, survey data cleaning	D
	Ability to analyse and research complex ideas, concepts or theories	E

E – Essential: requirements without which the job could not be done.

D – Desirable: requirements that would enable the candidate to perform the job well.