



## 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 Fellow in Racial Inequality

**Department/Division:** International Inequalities Institute

**Accountable to:** Executive Director Atlantic Fellows for Social and Economic Equity

Competency	Criteria	E/D
Knowledge & experience	A completed PhD in Anthropology, Economics, Gender, Geography, History, Law, Media & Communications, Political Science, Social Policy, Sociology, or another related social science discipline or subject area	E
	Experience in conducting original academic research on substantive research topics that relate to racial inequality.	E
	Ability to analyse and research complex ideas, concepts or theories and develop a coherent programme of research	E
	Have proven methodological skills (quantitative or qualitative) which demonstrate the capacity to conduct original and rigorous research on racial inequality	E
	Experience of developing and delivering successful research funding applications	D
	Experience of taking responsibility for research projects, from instigation to completion	E
	Commitment to collaborative working with the Atlantic Fellows programme	E
	Experience of teaching relevant to racial inequality	E
Communication	Excellent written and verbal communication skills	E
	Evidence of publications of high academic standard	E
	Ability to present research findings to a variety of academic and non-academic audiences	E
	Ability to achieve excellence in engagement and impact contributing to the development of new knowledge and understanding within the field	D



<b>Teamwork and Motivation</b>	Ability to play a part in the interdisciplinary research culture of the III	E
	Experience of leading a small project team or assisting in the running of a large research group	E
	A flexible and creative attitude to work	D
<b>Liaison and Networking</b>	Ability to initiate and sustain links with external bodies to foster collaboration and influence decision-making	D
	Demonstrable ability to build and maintain research networks	D
<b>Planning and Organising</b>	Demonstrated ability to manage time, prioritise workload and work to deadlines	E
	Ability to take responsibility for and work independently on specific project tasks as agreed with Executive Director Atlantic Fellows for Social and Economic Equity	E
	Ability to organise workshops, webinars, or seminars related to this research programme	D
<b>Investigation, Analysis and Research</b>	Willingness to collaborate on mixed methods research	D

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

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