



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 at the ESRC Centre for Public Authority and International Development

Department/Division: Firoz Lalji Centre for Africa and Centre for Public Authority and International Development (IGA)

Competency	Criteria	E/D
Knowledge and Experience	<ul style="list-style-type: none"> PhD, or soon to be completed PhD, in Anthropology, Geography, International Development, Political Science, Political Economics, Sociology or a related discipline 	E
	<ul style="list-style-type: none"> Strong background in field research, ethnographic methods, and qualitative surveys 	E
	<ul style="list-style-type: none"> Excellent communication skills, with an excellent command of the English language both orally and in writing 	E
	<ul style="list-style-type: none"> A good command of French or an African language relevant to the researched countries of CPAID 	E
	<ul style="list-style-type: none"> Proficient IT skills, including creation and development of databases and advanced statistical software (e.g. Stata, R) 	D
Communication	<ul style="list-style-type: none"> Excellent interpersonal and communication skills with the ability to communicate with internal colleagues, collaborating institutes and external bodies 	E
	<ul style="list-style-type: none"> Ability to communicate complex ideas and technical issues to a range of different non-technical audiences 	E
Teamwork and motivation	<ul style="list-style-type: none"> Good interpersonal skills and ability to work harmoniously as part of a team within CPAID, external project partners and across other research programmes in the Africa Centre 	E
	<ul style="list-style-type: none"> Ability to work independently under limited supervision and to prioritise work in response to deadlines 	E



Analytical skills	<ul style="list-style-type: none">• Proven ability to critically engage with literature across a range of disciplines and subjects, including for example Anthropology, Geography, International Development, Political Science, Political Economics, Sociology	E
Quantitative and qualitative skills	<ul style="list-style-type: none">• Experience of quantitative survey design and data analysis skills	D
	<ul style="list-style-type: none">• Ability to design and conduct participatory focus groups	E
Academic writing	<ul style="list-style-type: none">• Ability to communicate research findings effectively to a wide-range of audiences	E
	<ul style="list-style-type: none">• Ability to author/co-author papers of refereed journal article quality	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.