# 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 - The Responsible Deal: Where and how to best protect and integrate Syrian refugees?***

**Department: Institute of Global Affairs**

**Accountable to:** **Professor Erik Berglof**

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| **Competency** | **Criteria** | | E/D |
| **Knowledge & Experience** | | A PhD in a social science programme - preferably in Economics, Political Science, or Sociology - with research experience that demonstrates the capability to conduct research with a diverse range of individuals/groups. | E |
| A range of statistical skills including graduate level knowledge of program evaluation methods, data management, and data analysis | E |
| Knowledge of immigration and refugee policy in the MENA region | D |
| Experience of leading or assisting in the management of a research project | D |
| Excellent oral and written English writing skills | E |
| The ability to operate in Arabic | D |
| **Analysis & Research** | | Ability to analyse and research complex ideas, concepts or theories, and to apply appropriate methodologies for analysis of evidence. | E |
| Demonstrable ability to collate and analyse data from a range of sources. | E |
| Experience using quantitative methods, especially surveys. | E |
| Excellent written and verbal communication skills, and ability to communicate research findings effectively. | E |
| **Communication** | | Experience writing high-quality research reports and peer-reviewed publications. | D |
| Good interpersonal skills and the ability and willingness to work as part of a team. | E |
| **Teamwork & Motivation** | | Ability to work with a range of actors of different backgrounds. | E |
| Ability and willingness to work independently with little supervision. | E |
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**E – Essential: requirements without which the job could not be done.**

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