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 (Conservation and Development)

Department/Division: Grantham Research Institute on Climate Change and the Environment
Accountable to: Professor Declan Conway

Competency	Criteria	E/D
Knowledge and Experience	• Candidates should have, or be very close to completion of, their PhD by the post start date. A PhD in Geography, International Development, Conservation and Development (or a related discipline) is essential with a focus on conservation and society (preferably in Africa) highly desirable.	E
	In addition, successful candidates will need to demonstrate appropriate knowledge and experience in the following areas:	
	• Multi- or interdisciplinary research in one or more areas of conservation and climate change adaptation; integrated development planning; community-based conservation; market-led conservation and development.	D
	• Analysing and researching complex ideas, concepts or theories and applying appropriate methodologies.	E
	• Contributing creative solutions to research challenges.	E
	• Qualitative data collection and analysis, including interviews and focus group discussions, participatory workshops with stakeholders, expert elicitation or similar.	E
	• Quantitative survey data collection, survey design and statistical analysis (using established packages e.g. STATA, SPSS, R).	D
	• Conducting fieldwork in French and English.	D
	• Conducting research projects or programmes either independently or in a team.	E
	• Working in developing countries.	D
	• Excellent communication skills in both written and spoken English and spoken French.	E
	• Writing up research for publication in a variety of formats including peer reviewed journals.	D
	• Initiating and sustaining links with external bodies to foster collaboration.	D

	• Presenting research papers at conferences.	D
	• Organising conferences, seminars and workshops.	D
	• Experience communicating research to a non-technical audience.	D
Communication	• Excellent interpersonal and communication skills with the ability to communicate with internal colleagues, collaborating institutions and external bodies.	E
	• Ability to communicate complex ideas and technical issues to a range of interdisciplinary teams and non-technical audiences.	E
	• A good command of the English and French languages, both orally and in writing.	E
Teamwork and Motivation	• Willingness to work as part of an interdisciplinary team within the ForestLab and its partners, the Grantham Research Institute, LSE and wider networks.	E
	• Ability to help manage the research project and maintain/instigate collaborations overseas.	E
	• Ability to work under limited supervision as and when required.	E
	• Willingness and ability to travel and work overseas for several extended periods of up to 4 months, including working in remote and physically challenging parts of Gabon/sub-Saharan Africa.	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.