



## 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 Inequalities

**Centre:** International Inequalities Institute

**Accountable to:** Research Director

| Competency                        | Criteria  | E/D |
|-----------------------------------|---|-----|
| <b>Knowledge &amp; experience</b> | A completed PhD (or close to completing a PhD by the post start date) in Social Policy, Sociology, Economics, Political Science, Law, Media and Communications, Statistics, Gender, Anthropology, Geography or another related social science discipline or subject area relevant for the successful conduct of research on urban inequalities. | E   |
|                                   | Proven quantitative skills in the analysis of survey data   | E   |
|                                   | Proven skills in analysing small area statistics on UK data sets.   | D   |
|                                   | Willingness to collaborate on mixed method research   | E   |
|                                   | Ability to conduct mixed method research, such as qualitative interviews and documentary research.  | D   |
|                                   | Evidence of the capacity to prepare publications of high academic standard  | E   |
|                                   | Experience of relevant teaching   | D   |
| <b>Communication</b>              | Excellent written and verbal communication skills   | E   |
|                                   | Ability to present research findings to a variety of academic and non-academic audiences  | E   |
| <b>Teamwork and Motivation</b>    | 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 project Directors.   | E   |
|                                   | A flexible and creative attitude to work  | D   |



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|---|---|---|
| <b>Liaison and Networking</b>               | 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 |
| <b>Planning and Organising</b>              | Evidence of time management skills, setting priorities and meeting deadlines          | E |
|   | Designing and conducting fieldwork or analysis of quantitative data                   | E |
|   | Ability to organise conferences, seminars and workshops                               | D |
| <b>Investigation, Analysis and Research</b> | Demonstrable ability to collate and analyse data from a range of quantitative sources | E |
|   | 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.**