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: Data Science Software Engineer	
Department/Division: Psychological and Behavioural Science	**Accountable to:** Dr Michael Muthukrishna

Competency	Criteria	E/D
1. Knowledge and Experience	Relevant Bachelors-level or above degree in computer science, software engineering, computer systems engineering, operational research, information technology, or similar.	E
	Advanced knowledge of statistics / data science	E
	Programming experience in one or more relevant languages (Python, R, C++, HTML/CSS/JS)	E
	Experience with web technologies (in particular Django, React, node.js, Docker, Ansible, AWS)	D
	Experience in linux server administration	D
	Experience writing journal or conference articles	D
	Previous experience in a similar position	D
2. Communication	Able to communicate well written and verbally with a wide range of people and to convey information clearly and appropriately	E
	Ability to meet outside of standard work hours to accommodate stakeholders based in different time zones	E
3. Teamwork and Motivation	Experience of participating and contributing to a team	E
	Demonstrated ability to adapt and contribute to a rapidly changing environment, where goals and specifications change as the software project grows.	D
	Demonstrated ability to work with stakeholders in different disciplines, ideally including between humanities and sciences, and with different levels of technical ability	D

4. Initiative and Problem Solving	Experience providing recommendations based on matching goals of project, evaluation of expert evaluations (e.g. historians, software engineer) and personal research (e.g. learning about new technologies online)	E
5. Planning and Organisation	Self-motivation and the ability to organise own workload	E
	Ability to work to a high standard of accuracy and precision	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.