



## 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:** Post-Doctoral Research Officer in Animal Sentience

**Department/Division:** Centre for Philosophy of Natural and Social Science (CPNSS)  
**Accountable to:** Dr Jonathan Birch

Competency	Criteria	E/D
<b>Knowledge and Experience</b>	Successful completion or near-completion of PhD in Psychology, Cognitive Science, Neuroscience, Animal Welfare Science, Philosophy or a related discipline by the post start date.	E
	Experience in writing peer-reviewed journal articles in science or philosophy.	E
	Experience of work in animal welfare science, policy making or law.	D
	A strong research interest in animal consciousness/sentience.	E
<b>Communication</b>	Excellent written and oral communication skills, including an ability to place one's specialist work within a broader context and to communicate research findings effectively to a range of audiences.	E
<b>Research skills</b>	Ability to develop a coherent programme of research in the context of the research project.	E
	Ability to analyse and research complex ideas, concepts or theories.	E
	Evidence of potential for innovation, creativity and significance in research.	E
	Willingness to work in a multi-disciplinary team, collaborating harmoniously with other team members.	E
<b>Planning, organization and knowledge</b>	Ability to take a lead role in pursuing the assigned activities and	E



exchange	<p>objectives of the research project.</p> <p>Evidence of good time and workload management and planning skills, setting priorities and committing to delivery within deadlines.</p> <p>Ability to take a lead role in organizing workshops, seminars and conferences.</p> <p>Ability to engage in knowledge exchange/impact activities.</p>	<p>D</p> <p>D</p> <p>D</p>
Teamwork and motivation	<p>A flexible and creative attitude to work.</p> <p>A methodical approach to work with attention to detail.</p> <p>A commitment and demonstrated ability to work as part of a collaborative research team in assisting the smooth running of the project and ensuring fulfilment of the project deliverables.</p> <p>Ability to take responsibility for, and work independently on, specific project tasks, consulting and reporting to the Principal Investigator appropriately.</p> <p>An ability to work to tight deadlines.</p> <p>A commitment to train in skills and new research methods as required.</p>	<p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p>

**E – Essential: requirements without which the job could not be done.**

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