



## 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 Racial Inequalities and Economic Justice

**Department/Division:** International Inequalities Institute  
**Accountable to:** III Director

Competency	Criteria	E/D
<b>Knowledge &amp; experience</b>	A PhD in Economics, or another social science	E
	Ability to conduct original academic research on substantive research topics that relate to racial inequalities	E
	Ability to conduct research on a comparative and international basis	D
	Experience of teaching relevant to racial justice issues	D
<b>Communication</b>	Excellent written and verbal communication skills	E
	Demonstrate the capacity to publish in peer-reviewed academic publications.	E
	Ability to present research findings to a variety of academic and non-academic audiences	E
	Ability to achieve excellence in engagement and impact	D
<b>Teamwork and Motivation</b>	Ability to play a part in the interdisciplinary research culture of the III	E
	Ability to take responsibility for and work independently on specific project tasks as agreed with the Director.	E
	A flexible and creative attitude to work	D
<b>Liaison and Networking</b>	Ability to initiate and sustain links with external bodies to foster collaboration	D
	Demonstrable ability to build and maintain research networks	D



<b>Planning and Organising</b>	Good time management skills, setting priorities and meeting deadlines	E
	Ability to organise workshops, webinars, or seminars related to this research programme	E
<b>Investigation, Analysis and Research</b>	Have proven methodological skills (quantitative or qualitative) which demonstrate the capacity to conduct original and rigorous research	E
	Willingness to collaborate on mixed methods research	D

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

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