



## 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: Policy Fellow**

**Department/Division: Grantham Research Institute on Climate Change and the Environment**  
**Accountable to: Policy and Communications Director**

Criteria	E/D
<b>Knowledge &amp; Experience</b>	
A PhD or equivalent experience in environmental policy, energy policy, environmental economics or a related field	E
Significant experience in conducting user-oriented analysis and engaging with decision-makers in the public, private and third sectors	E
Demonstrable high-level analytical skills and ability to produce high-quality analysis in a timely manner	E
Ability to manage a small team of policy analysts, including their training and career development	E
Experience and knowledge of project management, including the contribution of other project team members	D
The ability to produce policy-relevant outputs of a very high quality	E
Detailed knowledge and understanding of UK climate and energy policy	E
Strong network of climate and energy policy contacts in the public, private and third sectors	D
Successful track record of fundraising, including grant applications	D
<b>Communication</b>	
Excellent communication skills in English, both written and oral, with the ability to communicate technical issues to a non-technical audience	E
<b>Teamwork and Motivation</b>	
Willingness to work as part of a team within the Grantham Research Institute and the ESRC Centre for Climate Change Economics and Policy.	E
Ability to work under limited supervision as and when required.	E



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

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