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 Fellow in Data Science
Department: The Inclusion Initiative, Department of Psychological & Behavioural Science **Accountable to:** Director of The Inclusion Initiative

Competency	E/D
A PhD (awarded, or near completion) in computer science, data science, economics, financial engineering, statistics or a related quantitative subject where working with large data sets to achieve causal inference formed a key part OR a MSc in these disciplines with evidence of publications in top international journals	E
Strong programming skills in scripting languages (e.g. Python, R)	E
Ability to conduct literature reviews and summarise research findings	E
Track record of successful project delivery through independent original research	E
Ability to conduct high-quality research and publish in journals of international standing	E
Excellent communication skills, with a good command of the English language both orally and in writing	E
Good presentation skills, as evidenced, for example, through experience with conference and seminar presentations	E
Desire to be a key contributor of big data projects that draw on big data (eg Job flow data, Employee review data, Company Reports)	E
Ability to take responsibility for and work independently on specific project tasks, consulting and reporting to colleagues appropriately	E
A flexible and creative attitude to work, including a willingness to undertake travel	E
Demonstrated ability to work as part of a team	E
Evidence of time management skills, setting priorities and meeting deadlines	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.