



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: Assistant Professorial Research Fellow in Ethnicity, Race and Equity

Centre/Institute: International Inequalities Institute **Accountable to:** Institute Directors

Requirements	E/D
1. Research	
<p>Research interests focussed on relevant issues related to ethnicity, race and equity. Potential fields of study building on past research and expertise could include (but are not limited to) aspects such as:</p> <ul style="list-style-type: none"> • Empirical analysis using large datasets for the country or countries to be studied examining inequalities in economic outcomes or wider aspects of well-being, and trends in them. • Examination of longitudinal data that allows analysis of differences in life chances related to ethnicity and race. • Qualitative/ethnographic study of particular contexts. • Study of intersectionality's in different kinds of inequality and disadvantage (such as with gender, age, class or area). • Studies which shed light on experiences of discrimination and/or national and local policies, legal frameworks and practices that can counter it. • The relationships between area polarisation, racial and ethnic background, migration and settlement patterns. 	E
A completed PhD, or close to obtaining a PhD, by the post start date, in a social science discipline such as anthropology, demography, economics, geography, law, media and communications, political science, psychology, sociology, statistics or public/social policy.	E
A track record or trajectory of internationally excellent publications.	E



Proven ability, as evidenced by existing publications, or potential to publish in top journals or with leading book publishers.	E
A clear, well developed and viable strategy for future outstanding research that has the potential to result in world-leading publications.	E
Experience of and ability to undertake research that informs the public debate and ability to engage with non-academic audiences.	E
An emerging reputation in your field.	E
Ability to attract external funding and evidence of success in contributing to doing so.	E
Ability to undertake research that has impact and ability to engage in knowledge exchange.	D
An ability to be self-directed and to work without intensive supervision.	E
Commitment and ability to participate in effective departmental administration and contributing to strategic decision-making.	E
Training in and demonstrated ability to apply advanced qualitative or quantitative methods.	E
Willingness to engage in collaborative research with related research centres and disciplines.	E
2. Other	
A commitment to work as part of a team in assisting the smooth running of the Institute.	E
Excellent written and oral communication skills, including an ability to place one's specialist work within a broader social science context.	E
Evidence of innovation or creativity in 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.