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 (Econometrics and Validation)

Department: The Inclusion Initiative, Department of Psychological & Behavioural Science

Accountable to: Director, The Inclusion Initiative (TII)

Competency	E/D
Successful completion of a PhD in economics, econometrics, quantitative social science or a closely related subject (or expect to have submitted their PhD thesis by the post start date).	E
Solid background in applied econometrics, in particular panel data methods.	E
A track record or trajectory of peer-reviewed publications.	E
Demonstrable expertise in research on diversity and inclusion, including a strong grounding in race and ethnicity in workplace, labour market or organisational settings.	E
Experience of constructing and linking large datasets from multiple sources, including firm-level, financial or administrative data.	E
Advanced programming skills in Stata, R and/or Python.	E
Experience of measurement validation, index construction, or latent variable and psychometric approaches.	D
Familiarity with text-as-data methods, or with measures generated by large language models.	D
Experience of using corporate and financial databases (for example LSEG Refinitiv, Bloomberg, Compustat or Orbis).	D
Record of publication, or of work under review, in peer reviewed journals.	D
Experience in working in a big research team or with external and industry partners.	D
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
Ability to explain econometric results and their limitations to non-specialist audiences, including practitioners.	D

Ability to work on own initiative.	E
Ability and willingness to work as part of a team under the guidance of the Director.	E
Ability to diagnose problems in a measure or a dataset and to propose practical, evidenced improvements.	E
Ability to take a significant role in pursuing the activities and objectives of the research project.	E
Evidence of good time and workload management and planning skills, setting priorities and committing to delivery within deadlines.	E
Evidence of experience of participation in academic events.	D
Demonstrated ability to initiate and build and maintain a collaborative network of contacts.	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.