



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

Department/Division: Department of Management

Competency	Criteria	E/D
Knowledge and experience	Completed PhD degree, or close to completing a PhD, in development economics, economics, or a related discipline.	E
	Demonstrated understanding of policy-relevant economic research and extensive expertise with quantitative research methodologies.	E
	Ability to conduct research in one or more of the following areas: micro-econometrics techniques for policy evaluation, industrial organization, finance, micro and macro development.	D
	Ability to write in English cogently and clearly, and to construct clear and concise arguments to facilitate the translation of research into policy recommendations.	E
	Experience of working in one or more low and middle income countries, preferably East Africa.	D
	Experience of coordinating and/or disseminating research or policy projects and supporting the policy dialogue by drafting notes, briefs and blogs.	E
	Experience of programme management of multi-stakeholder projects and understanding of monitoring and evaluation methods and processes in the field of development economics or a related area.	E
	Experience of participating in the delivery of policy events and conferences.	E
Communication	Experience of engaging the media on economic policy issues.	D
	Evidence of excellent written and oral communication skills, in particular evidence of explaining technical information to non-specialist audiences.	E
	Experience of producing research papers and/or blogs/policy briefs targeted to a specific audience (e.g. policy makers, NGOs) to a high standard	E



	Evidence of acting as a point of reference for others and contributing to the development of new knowledge and understanding within the development field.	D
Teamwork and motivation	Strong evidence of initiative and problem solving skills.	E
	Experience of working as part of a team in a multi-cultural context, ideally in East Africa.	D
	Ability to work with a range of teams and with a variety of stakeholders (private and public actors)	E
	Interest in researching private-sector development in fast-growing countries	D
Liaison and Networking	Ability to lead on networking and maintain relevant networks by identifying and engaging with key people to foster working relationships with.	E
	Demonstrated ability to interact with policymakers through, for instance, past work with government officials, NGOs, think tanks and aid agencies.	D
	Demonstrated ability to work with others to organize events, such as policy conferences, stakeholder workshops and research/policy seminars.	D
Planning and organisation	Ability to work independently and to take initiative with minimal supervision in challenging environments.	E
	Demonstrated ability to plan and organise own workload in order to consistently meet deadlines, and to carry out tasks according to a priority assessment.	E
	Demonstration of attention to detail whilst being able to produce outputs within set deadlines.	E
	Ability to carry out both technical and operational duties required for the effective support of research work and its dissemination, as well as other country activities.	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.