



## 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 Officer

**Department/Division:** Centre for Women, Peace and Security **Accountable to:** Dr Paul Kirby

Competency	Criteria	E/D
Knowledge and Experience	PhD in social sciences, with specialism in gender, by the post start date.	E
	A record of original research, including published work on men and masculinity.	E
	Clear capability to produce independent research	E
	Demonstrable knowledge of and connections to the community of policy and practice on engaging men and boys in gender equality.	E
	Demonstrable expertise in areas of focus for the Gender, Justice and Security Hub	E
	A record of original research, including published work on gender and conflict, gender in development, gender-focused law and policy, and / or related to one of the Hub's seven focus countries (Afghanistan, Colombia, Iraq, Lebanon, Sierra Leone, Sri Lanka, Uganda).	D
Communication	Excellent written and verbal communication skills and command of English.	E
	Experience of engaging with communities of policy and practice.	E
	Experience of contributing to research funding applications and / or reports.	D
	Experience of writing blog posts and / or other online content.	D
Planning and organising resources	Experience of organising events such as workshops, seminars, conferences.	E



	Ability to devise and deliver own research with minimal supervision.	E
	Experience of contributing to the organisation and administration of research activities.	D
	Experience of contributing to a research team.	D
Teamwork and Networking	Ability to make a valuable contribution to the research environment of an interdisciplinary Centre.	D
	Experience of effective networking and liaison within the academic, policy, governmental, and NGO sectors.	D
	Commitment to work as part of a team.	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.**