



## 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:** Firoz Lalji Centre for Africa  
**Accountable to:** Strategic Director, Professor Alcinda Honwana

Competency	Criteria	E/D
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>PhD in a social sciences' discipline (such as Anthropology, Sociology, Political Science, Economics, Geography, International Development, International Relations, Social Policy) or a related discipline with a focus on Africa</li> </ul>	E
	<ul style="list-style-type: none"> <li>Demonstrable research experience on processes of social change as it applies to <b>youth, women, and children in Africa</b>, focusing on areas such as: (i) livelihoods and the informal economy; (ii) migration; (iii) gender dynamics and sexuality; (iv) popular culture; (v) humanitarian crises; (vi) public authority and (vii) political engagement and social movements</li> </ul>	E
	<ul style="list-style-type: none"> <li>Experience of conducting primary research on issues related to youth, women and processes of social change in Africa, and excellent use of qualitative research methods</li> </ul>	E
	<ul style="list-style-type: none"> <li>At least one publication in an academic journal or book on issues related to youth, women and processes of social change in Africa</li> </ul>	E
	<ul style="list-style-type: none"> <li>Experience of conducting extensive research in Africa and evidence of prolonged field research beyond the completion of the PhD</li> </ul>	E
	<ul style="list-style-type: none"> <li>Excellent written and oral communications in English, and excellent presentation skills</li> </ul>	E
	<ul style="list-style-type: none"> <li>Knowledge of and fluency in an African language (other than English, French, Portuguese)</li> </ul>	E
	<ul style="list-style-type: none"> <li>Prior work experience as a research assistant, research officer and/or project manager is desirable</li> </ul>	D



	<ul style="list-style-type: none"> <li>• Experience of building longstanding collaborations with African institutions (such as a university, NGO or civil society group)</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Experience of presenting own research findings at international conferences</li> </ul>	D
<b>Analytical skills</b>	<ul style="list-style-type: none"> <li>• Proven ability to critically engage with literature across a range of disciplines and subjects, including for example Anthropology, Geography, International Development, Political Science, Political Economics, Sociology, International Relations, Social Policy</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Evidence of a methodological approach to work with excellent attention to detail</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Identified ways research work will add to the current research programme of the Centre</li> </ul>	E
<b>Academic writing</b>	<ul style="list-style-type: none"> <li>• Ability to communicate research findings effectively to a wide-range of audiences in written form</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Ability to author/co-author papers of refereed journal article quality and provide academic feedback to other research team members</li> </ul>	E
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills with the ability to communicate with internal colleagues, collaborating institutes and external bodies in verbal and written form</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Familiar with the research the Firoz Lalji Centre for Africa does</li> </ul>	E
<b>Teamwork and motivation</b>	<ul style="list-style-type: none"> <li>• Good interpersonal skills and ability to work harmoniously as part of a team with external project partners and across other research programmes in the Africa Centre</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Ability to work independently under limited supervision and to prioritise work in response to deadlines</li> </ul>	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.**