



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 (ATTENUATE)

Department/Division: Grantham Research Institute on Climate Change and the Environment

Competency	Criteria	E/D
Knowledge & experience	A PhD in sustainable finance, climate change adaptation, economics, environmental policy and development, human geography, or closely related fields, by the post start date	E
	Experience in analysing and researching financial systems in the context of climate change adaptation, just resilience, just transition, or disaster risk reduction	E
	Post-graduate level training experience in qualitative methods, with experience conducting interviews, workshops and focus groups, including with experts and senior stakeholders.	E
	Experience of analysing qualitative research data	E
	Experience of undertaking evidence and literature reviews using academic, policy, practice and other sources	E
	Experience in engagement with financial policymakers financial and economic topics.	D
Communication	Excellent command of written and spoken English and ability to communicate research findings effectively	E
	Excellent communication and interpersonal skills, with the ability to communicate with internal colleagues, collaborating institutes and external bodies	E
	Ability to build effective and productive working relationships.	E
	Confidence to represent the Grantham Research Institute, and ATTENUATE project with collaborators, project partners and senior experts.	D



Planning & Organisation	Excellent organisational skills with the ability to streamline project components.	E
	Ability to work in a team, to meet deadlines and to combine autonomy with respect of guidelines.	E
	Ability to take responsibility for, and work independently on, specific project tasks.	E
	Ability to prioritise workloads whilst maintaining high attention to detail and work standards.	E
	Demonstrable skills in organising and facilitating events, such as workshops or roundtables	E
	Ability to develop and maintain data records.	D
	Experience in establishing and maintaining internal data systems.	D
Initiative & Problem Solving	Ability to exercise initiative in responding independently to unforeseen problems and situations.	E
	Flexibility, ability and willingness to adapt to changing circumstances and demands while maintaining professionalism.	E
Teamwork & Motivation	Willingness to contribute to the effective operation of the project as well as the Institute's research management.	E
	Ability to build mutual understanding and trust, taking time to develop strong professional relationships with colleagues.	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.