## PERSON SPECIFICATION

Details on the qualifications, experience, skills, knowledge and abilities that are needed to fulfil this role are set out below.

<table>
<thead>
<tr>
<th>Job Title: Postdoctoral Researcher - ESSfES</th>
<th>Department: Information Security Group</th>
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### Qualifications and Training
- Applicant to have PhD in relevant area or be in the submission phase of a relevant PhD programme
  - Essential: X
  - Desirable: 
  - Tested by: Application Form

### Specific Skills, Experience and Knowledge
- Cyber security literature
  - Essential: X
  - Desirable: 
  - Tested by: Application Form and interview
- Policy analysis
  - Essential: 
  - Desirable: X
  - Tested by: Application Form and interview
- Qualitative research methods
  - Essential: X
  - Desirable: 
  - Tested by: Application Form and interview
- Focus group set-up and facilitation
  - Essential: X
  - Desirable: 
  - Tested by: Application Form and interview
- Authoring academic papers
  - Essential: X
  - Desirable: 
  - Tested by: Application Form
- Authoring articles for practitioner use
  - Essential: X
  - Desirable: 
  - Tested by: Application Form
- Cyber Security Practice
  - Essential: X
  - Desirable: 
  - Tested by: Application Form and interview
- User-centred design
  - Essential: X
  - Desirable: 
  - Tested by: Application Form and interview
- Human Computer Interaction
  - Essential: X
  - Desirable: 
  - Tested by: Application Form and interview

### Personal and Interpersonal Qualities
- Ability to take initiative
  - Essential: X
  - Desirable: 
  - Tested by: Interview
- Ability to time manage and set own goals and targets
  - Essential: X
  - Desirable: 
  - Tested by: Interview
- Ability to report on progress
  - Essential: X
  - Desirable: 
  - Tested by: Interview
- Workshop facilitation skills
  - Essential: X
  - Desirable: 
  - Tested by: Interview
- Relationship management with stakeholders
  - Essential: X
  - Desirable: 
  - Tested by: Interview
- Willingness to work out of hours
  - Essential: X
  - Desirable: 
  - Tested by: Interview
- Willingness to travel
  - Essential: X
  - Desirable: 
  - Tested by: Interview
- Willing to build networks within cyber security
  - Essential: X
  - Desirable: 
  - Tested by: Interview
- Willing to work with creative engagement as a practice
  - Essential: X
  - Desirable: 
  - Tested by: Interview

### Capacity for Career Development
- Willing to engage in travel and out of hours work
  - Essential: X
  - Desirable: 
  - Tested by: Application Form