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: PDRA</th>
<th>Department: PIR/ISG</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Knowledge, Education, Qualifications and Training</th>
<th>Essential</th>
<th>Desirable</th>
<th>Tested by (Application form, Interview, Test)</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD in relevant subject area</td>
<td>X</td>
<td></td>
<td>Application form</td>
</tr>
<tr>
<td>Proven knowledge of qualitative research techniques and methodologies.</td>
<td>X</td>
<td></td>
<td>Application</td>
</tr>
<tr>
<td>Demonstrable knowledge in the area of refugee studies, especially in Europe.</td>
<td>X</td>
<td></td>
<td>Application</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Skills and/or Abilities</th>
<th>Essential</th>
<th>Desirable</th>
<th>Tested by (Application form, Interview, Test)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability to teach/demonstrate research methods and techniques</td>
<td>X</td>
<td></td>
<td>Interview</td>
</tr>
<tr>
<td>Excellent communication skills</td>
<td>X</td>
<td></td>
<td>Interview</td>
</tr>
<tr>
<td>Ability to present complex information effectively to a range of audiences.</td>
<td>X</td>
<td></td>
<td>Application</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Experience</th>
<th>Essential</th>
<th>Desirable</th>
<th>Tested by (Application form, Interview, Test)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of a publication record in good quality publications.</td>
<td>X</td>
<td></td>
<td>Application</td>
</tr>
<tr>
<td>Practical experience of applying specialist skills and techniques required for the role.</td>
<td>X</td>
<td></td>
<td>Interview</td>
</tr>
<tr>
<td>Experience of fieldwork with refugees.</td>
<td>X</td>
<td></td>
<td>Application</td>
</tr>
<tr>
<td>Experience of fieldwork in Scandinavia.</td>
<td>X</td>
<td></td>
<td>Interview</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other requirements</th>
<th>Essential</th>
<th>Desirable</th>
<th>Tested by (Application form, Interview, Test)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Willingness to work outside of standard office hours</td>
<td>X</td>
<td></td>
<td>Application</td>
</tr>
<tr>
<td>Willingness to work overseas</td>
<td>X</td>
<td></td>
<td>Interview</td>
</tr>
<tr>
<td>Willingness to work an interdisciplinary team</td>
<td>X</td>
<td></td>
<td>Interview</td>
</tr>
<tr>
<td>Experience of working in an interdisciplinary team</td>
<td>X</td>
<td></td>
<td>Interview</td>
</tr>
</tbody>
</table>