



PERSON SPECIFICATION

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

Job Title: Post-Doctoral Research Assistant

Department: School of Business & Management

| | Essential | Desirable | Tested by (Application form, Interview, Test) |
|--|-----------|-----------|--|
| Education & Qualifications | | | |
| PhD in a relevant subject or having submitted a PhD thesis by September 2020 | X | | Application Form |
| Good degree (1st class or 2.1) in an appropriate subject such as HCI/ computer science/software engineering, information systems/ICT4D, development studies. | X | | Application Form |
| Masters qualification in an appropriate subject such as HCI/ computer science/software engineering, information systems/ICT4D, development studies | | X | Application Form |
| Experience (Paid and Unpaid) | | | |
| Can demonstrate expert knowledge of discipline in a field relevant to HCI/ computer science/software engineering, information systems/ICT4D, development studies or research software engineering | X | | Application Form |
| Has demonstrable experience in working collaboratively to design technological interventions, independently and/or collaboratively | X | | Interview |
| Has previously produced research of sufficient quality for excellent, high-quality publications | X | | Application Form |
| Experience of working with diverse international partners, especially in the Global South | X | | Application Form/ Interview |
| Has demonstrable experience of carrying out public engagement, policy engagement and knowledge transfer activities | X | | Application Form/ Interview |
| Experience of collaborative, interdisciplinary or cross-disciplinary research | | X | Application Form/ Interview |
| Prior research experience on digital technologies and inequalities | | X | Interview |
| Participated in successful applications for research funding | | X | Application Form |
| Research/ Publications/ Special Interests | | | |
| Ability to collaborate with other researchers and produce appropriate collaborative outputs | X | | Application Form/ Interview |
| A record of high-quality publication(s) in peer reviewed journals | X | | Application Form |
| Demonstrable ability to draft research outputs | X | | Application Form |
| A record of disseminating research outputs at appropriate conferences | X | | Application Form |
| Demonstrable up to date knowledge and understanding of relevant discipline and contribute to innovation and development in own field | X | | Interview |
| Record of publications relevant to ICT4D and/or digital technologies and migration | | X | Application Form |
| Assisted in the preparation of research-funding bids | | X | Application Form |
| Ability to identify sources of funding and contribute to the process of securing funds, with collaborators if required | | X | Interview |
| Job-related skills/Aptitudes | | | |
| Advanced knowledge of research methods (including analysis and synthesising) used in an appropriate discipline (HCI/ computer science/software engineering, information systems/ICT4D, development studies) and participative methods in particular) | X | | Application Form/Interview |
| Technical expertise relating to the design and implementation of digital technology interventions. The ideal candidate will be able to demonstrate proficiency with at least one of the following (or similar): Python, Node.js, R, C, C++, Java, Shell or MySQL | X | | Application Form/Interview |
| Ability to lead and/or take responsibility for own workload | X | | Application Form/Interview |
| Ability to manage time and work to strict deadlines | X | | Application Form/Interview |
| Understanding of adherence to university regulations, especially ethics, safeguarding, and data protection | X | | Application Form/Interview |
| Demonstrable good formal presentation skills | X | | Interview |
| Research project management skills | | X | Application Form/Interview |
| Multi-disciplinary international research experience | | X | Application Form/Interview |
| High level technical skills in own area of expertise | | X | Application Form/Interview |
| Interpersonal Skills | | | |
| Highly self-motivated and organised, flexible, independent, innovative, creative thinker and able to tolerate working with different styles | X | | Interview |
| Excellent interpersonal, oral and written communication skills, using a range of media | X | | Application Form/Interview |
| Demonstrable ability to develop excellent working relationships with diverse and international team members | X | | Application Form/Interview |
| Aptitude for working collaboratively on research development, delivery and dissemination | X | | Interview |
| Commitment to working on interdisciplinary or cross-disciplinary research | X | | Interview |
| Commitment to public engagement and knowledge exchange | X | | Application Form/Interview |
| Flexible approach to work | X | | Application Form/Interview |
| Cultural sensitivity and a commitment to equal opportunities | X | | Interview |
| Other Requirements | | | |
| Able to take responsibility for developing their own career in partnership with the University | X | | Interview |
| May be required to work outside normal 8.30 am to 5.00 pm hours including at weekends, on occasion | X | | Interview |
| Willingness and ability to travel nationally and internationally when required to do so | X | | Interview |