

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 Fellow

Department: Department of Social Work

	Essential	Desirable	Tested by (Application form, Interview, Test)
Knowledge, Education, Qualifications and Training			
PhD (or near completion of) in relevant subject area, such as child, youth and family health and welfare, social policy, community development, race and racism.	X		Application Form
Proven knowledge of qualitative or mixed methods research techniques and methodologies.	X		Application Form and Interview
Proven knowledge of qualitative research techniques and methodologies with children and young people		X	Interview
Demonstrable comprehensive knowledge in the subject area, including an understanding of the experiences of Black, Asian and minority ethnic families and communities in the UK	X		Interview
Skills and/or Abilities			
Highly organised and accurate at record keeping	X		Application Form
Project management skills	X		Interview
Excellent verbal and written communication skills	X		Application Form
Skills in engaging and working with stakeholder and community groups	X		Interview
Ability to work in a multi-disciplinary team	X		Interview
Proven ability to analyse and write up data	X		Interview
Ability to present complex information effectively to a range of audiences, including use of PowerPoint.	X		Interview
IT proficiency at advanced user level (Spreadsheet, Word Processing, Database, Email, Web based applications)	X		Application Form
Use of webpage software to create engaging copy and images		X	Application Form
Experience			
Experience of managing ethical approval and secure data management	X		Interview
Experience of conducting qualitative research	X		Interview and Application Form
Experience of using creative research approaches		X	Interview
Experience of working with stakeholder and community groups and projects	X		Interview and Application Form
Experience of conducting research with children and Black, Asian and minority ethnic communities		X	Interview
Experience of co-production of research		X	Interview
Evidence of a publication record in good quality publications		X	Application Form
Experience in the dissemination of research and the presentation of results in an academic, public or policy setting		X	Application Form and Interview