

**Person Specification**

**Research Associate**

**Vacancy reference: 0162-24**

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| Criteria | Essential/ Desirable | Application Form/ Supporting Statements/ Interview\* |
| A PhD degree in psychology or a related discipline (finalized or near completion) or a combination of equivalent experience. | Essential | Application Form |
| A thorough working understanding of developmental psychology and experience conducting research with developmental populations. | Essential  | Supporting Statements / Interview |
| Proficiency using statistical software for data management, cleaning, and analyses. | Essential  | Supporting Statements / Interview |
| A solid understanding of ethical considerations, child safeguarding and data protection regulations in relation to research activity with developmental populations. | Essential  | Supporting Statements / Interview |
| Excellent written and verbal communication and interpersonal skills. | Essential | Supporting Statements / Interview |
| Excellent organisational and project management skills. | Essential | Interview |
| To convey an appropriate rationale and interest in applying for this particular post. | Essential | Interview |
| Publication record appropriate to a stage of career and strong academic writing skills. | Essential | Application Form |
| Familiarity with the literature on curiosity and relevant constructs in childhood. | Desirable | Interview |
| Experience (or a demonstrated ability to acquire such skills) to design psychological measures validation studies and to analyze psychometric data. | Desirable | Supporting Statements / Interview |
| Strong research integrity ethic and adherence to open science research principles. | Desirable | Supporting Statements / Interview |
| Demonstrable experience conducting quantitative research, including experimental and survey-based studies. | Desirable | Supporting Statements / Interview |
| Experience working with children and child caregivers. | Desirable | Supporting Statements / Interview |

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* Application Form – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence eg award of a qualification. Will be “scored” as part of the shortlisting process.
* Supporting Statements - applicants are asked to provide a statement as part of their application to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
* Interview – assessed during the interview process by either competency based interview questions, tests, presentation etc.