

**SENIOR RESEARCH ASSOCIATE IN FIRN MODELLING**

These criteria are provided as examples appropriate to the type of post mentioned, but may not be relevant for all posts. All criteria marked as “application form” or “supporting statements” will need to be scored by panel members as part of the short listing process - t**hese should be limited to a maximum of eight and ranked in descending order of importance.**

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| Criteria | Essential/ Desirable | Application Form/ Supporting Statements/ Interview\* |
| A PhD in a quantitative subject such as geodesy, geophysics, data science, glaciology, oceanography, astrophysics or computer science. | Essential | AF |
| Experience in firn modelling, ideally using the Community Firn Model. | Desirable | SS/I |
| Experience of geophysical model development. | Desirable | SS/I |
| Experience in the use of large geophysical datasets for environmental analysis. | Desirable | SS/I |
| A high level of computer programming ability, ideally Python, C, IDL or Matlab. | Essential | SS/I |
| An appropriate rationale and interest in applying for this particular post. | Essential | SS/I |
| A good understanding of the major outstanding challenges in either polar climatology or glaciology. | Desirable | SS/I |
| Ability to work independently and proactively. | Essential | SS/I |
| A publication record appropriate to their stage of career, including first author research publications in peer-reviewed journals. | Desirable | AF |
| Effective interpersonal skills and evidence of ability to work as part of a team. | Essential | I |

* **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to make a specific supporting statement. Normally used to evaluate factual evidence eg award of a PhD. Will be “scored” as part of the shortlisting process.
* **Supporting Statements** - applicant are asked to provide a statement 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.