**PERSON SPECIFICATION (PS)**

This form lists the essential and desirable requirements needed in order to do the job.

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| **Job Title:** | Postdoctoral researcher | **Job ref no:** | PPS-0357-24 |
| **Grade:** | 6 | **Department:** | Pathobiology and Population Sciences |
| **Accountable to:** | Sarah Hill | **Responsible for:** | N/A |
| **PS created by/ or reviewed by:** | Sarah Hill | **Date PS created/ reviewed:** | 3rd December 2024 |

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| **Evidence** | | |
| **Competency** | **Essential** | **Desirable** |
| 1. **Knowledge and Experience** | Acquired (or very soon to acquire) a high-quality PhD in an appropriate subject (including **but not limited to** metagenomics, metaviromics, microbial genomics, genomic epidemiology, phylodynamics, disease ecology, bioinformatics). Applicants with demonstrable equivalent experience (e.g., extensive research in industry or government) will be considered. |  |
| **2. Analysis and Research** | Outstanding technical skills appropriate to a Research Area (Phylodynamics or Metaviromics) detailed on the Job Description. This will likely include one of the following:   1. Extensive experience using phylodynamic or computational genomic epidemiological approaches to analyze the spatiotemporal spread, evolution or epidemiology of virus genomes.   **OR**   1. Extensive molecular biology or microbial genomic sequencing experience, especially developing and deploying targeted and untargeted sequencing approaches for ONT MinION or Illumina platforms.   **OR**   1. Extensive bioinformatic and programming skills (e.g., expertise in at least one language such as Python, Java, C++), including constructing pipelines to conduct *de novo* and reference-based assemblies and to analyze genomic data. | Non-essential but desirable: Experience developing innovative approaches to rapidly analyse and communicate findings (e.g., visualisations, interactive tools).  **Non-essential but desirable:** Experience with handling ONT data (especially selective sequencing), or Illumina data. |
| 3. **Communication** | A clear and precise written and verbal communication of scientific concepts in English.  Publication of paper(s) in peer-reviewed scientific journals and/or contribution to conference proceedings. |  |
| 4. **Initiative and Problem Solving** | Track record of being pro-active and working with a high degree of independence to drive forwards your day-to-day research. |  |
| 5. **Teamwork and Motivation** | Ability to interact positively with a range of different staff and students, including providing guidance to others within the group.  Good interpersonal skills to enable a successful collaboration with external groups (e.g., evidenced by previous international or cross-institutional research collaboration).  Highly-motivated to tackle new challenges and produce high-quality research; demonstrable interest in the proposed research. | Non-essential but desirable: Experience working with governmental agencies or policy makers. |
| **6. Work Environment** | Experience of conducting own work safely and ethically as applicable for the role that you are applying for (e.g., within BSL2 laboratory, or handling sensitive data appropriately).  Ability to ensure reproducibility when generating, collating or analysing data. |  |