**PERSON SPECIFICATION (PS)**

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

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| **Job Title:** | **Post-doctoral Research Fellow/ Programme Manager – Fixed term** | **Job ref no:** | **PPS-0371-24** |
| **Grade:** | 5-6 [depending on qualification] | **Department:** | **PPS** |
| **Accountable to:** | **Dr Mehroosh Tak** | **Responsible for:** | **N/A** |
| **PS created by/ or reviewed by:** | **Mehroosh Tak, Zip Walton** | **Date PS created/ reviewed:** | **18/12/2024** |

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| **Evidence** | | |
| **Competency** | **Essential** | **Desirable** |
| **Knowledge and experience of researching industrial animal agriculture** | * A PhD for PDRA (Grade 6) or an MSc + 3-5 years (Grade 5) (full-time equivalent) research and project management experience for Programme Manager. * Knowledge of critical food systems literature in disciplines such as political economy, political ecology, geography, sociology, social anthropology, and heterodox political economy. | * Knowledge of industrial livestock systems. * Research experience in the global South or with global South partners. Experience as communications, policy, research, or campaigns officer in a non-academic setting in lieu of a PhD degree. |
| **Analysis and Research** | * Previous experience of designing and conducting interdisciplinary research projects in person and/or online. * Skills in analysing qualitative and/or quantitative datasets. | * Track record of peer reviewed publishing. * Interest in developing grant applications. * Track record of publishing in an interdisciplinary team. * Ability to coordinate research activities among people with different timelines, capacity and in different locations. |
| **Written and verbal communication**  **Written and verbal communication** | * Excellent communication, interpersonal and presentation skills, with an emphasis on good writing skills. * Ability to build trusting professional relationships with colleagues at RVC and collaborating stakeholders. * Ability to communicate complex ideas to a wide audience (academic, lay public and professional communities) both in writing and in person/in speech. | * Visualisation skills – data visualisation and graphic design and communication principles. * Experience maintaining and editing a website (e.g. Squarespace, Wix or Cargo sites). * Experience translating research for a non-academic audience (animation, documentary, infographics, social media graphics, news articles and op-eds). |
| **Teamwork and Motivation** | * Experience of working as part of an international, interdisciplinary and multi-sectoral research team. * Proven ability to work independently and/or flexibly with minimal supervision. * Knowledge of EDI principles to generate an inclusive and safe space for marginalised people. | * Experience of project management within a team or assisting a team * Experience developing and strengthening a network of people from different professional, personal and geographic backgrounds. |
| **Planning and Organising Resources** | * Ability to meet deadlines and prioritise workload for multiple moving parts of projects simultaneously. * Good attention to detail. | * Experience managing a project budget. * Experience organising and managing large in person (>20 people) and online (30-150 people) events. * Excellent documentation skills to collate workshop materials into accessible online resources. |