



## PERSON SPECIFICATION

**Post Title: Research Fellow**

**Band: 6**

**Department, Location: Bradford Institute for Health Research, Bradford Royal Infirmary**

### ***An Equal Opportunity Employer***

*Bradford Teaching Hospitals NHS Foundation Trust positively welcomes applications from Disabled People and will make reasonable adjustments to posts in compliance with the Equality Act 2010.*



We are Bradford: we value diversity and champion inclusion

**E or D indicates whether a selection criterion is 'Essential' to the job role or 'Desirable'.**

As a minimum a candidate must meet the essential criteria for the post to be recruited.

<b>Experience</b>	<b>How Identified</b>	<b>E/D</b>
Experience of effective multi-disciplinary team working	Application /interview	E
Experience of conducting qualitative interviews	Application /interview	E
Experience of analysing and interpreting qualitative data	Application /interview	E
Experience of facilitating co-production workshops and/or focus groups	Application / interview	E
Experience of conducting research in an NHS /academic setting	Application	E
Experience of conducting qualitative research with older people, healthcare professionals, carers.	Application / interview	E
Experience of working with ethnic minority groups	Application / interview	D

<b>Skills</b> <i>Includes; Analytical &amp; judgemental Skills, Communication &amp; Relationship Skills, Physical Skills,</i>	<b>How Identified</b>	<b>E/D</b>
Excellent interpersonal skills	Interview	E
Excellent written and oral communication skills	Application/ Interview	E
Proficient in Microsoft Office software	Application/ Interview	E
Effective organisational skills	Application/ Interview	E

<b>Knowledge</b> <i>Includes; Knowledge &amp; Training</i>	<b>How Identified</b>	<b>E/D</b>
Understanding of Information Governance and Confidentiality	Application/ Interview	E
Understanding of equality and diversity issues and how this affects patients, visitors and staff	Interview	E
Understanding of what the NHS Constitution means to you, and your responsibilities to the public, patients and colleagues.	Interview	E
Knowledge of the key issues in ageing research	Application/ Interview	E

Knowledge of Constructivist Grounded Theory	Application/ Interview	D
Knowledge of qualitative software packages (e.g. NVivo)	Application	D

<b>Qualifications</b> - <i>In most cases (where indicated *) demonstration of equivalent qualification, skills or experience is an acceptable alternative.</i>	<b>How Identified</b>	<b>E/D</b>
Educated to post-graduate level or equivalent experience in a health or health research related subject*	Application	E
Research qualification or equivalent experience*	Application	D

<b>Values and Behaviours</b> (some of these standard core values may be demonstrated in meeting other criteria cited on this person specification)	<b>How Identified</b>	<b>E/D</b>
We are one team <ul style="list-style-type: none"> <li>We trust each other and work together</li> <li>We talk clearly and honestly.</li> <li>We make every penny count.</li> <li>We get better all the time</li> </ul>	Application form/ Interview/ Test	E
We care <ul style="list-style-type: none"> <li>We are kind and compassionate.</li> <li>We take ownership and keep our word.</li> <li>We are passionate, proud and committed.</li> <li>We say thank you.</li> </ul>	Application form/ Interview/ Test	E
We value people <ul style="list-style-type: none"> <li>We respect each other and our patients</li> <li>We embrace difference</li> <li>We support each other</li> <li>We say when we have done well and learn from mistakes</li> </ul>	Application form/ Interview/ Test	E

<b>Other Requirements:</b> <i>Includes; Working Conditions</i>	<b>How Identified</b>	<b>E/D</b>
Able to fulfil Occupational Health requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy.	Occupational Health Paper Screening, followed by an Immunisation Assessment in the first week of work	E
A willingness to undergo personal development and learn new skills	Interview	E
Professional attitude to work, diplomatic and calm under pressure	Interview	E
Reliable	Application/ Interview	E
Ability to prioritise and manage time effectively	Interview	E
Able to work on own initiative	Application/ Interview	E
Attention to detail	Application/ Interview	E
Car driver with access to own vehicle	Interview	D