

SOME ESSENTIAL AND DESIRABLE CRITERIA

Here are some examples of essential and desirable criteria collated from a number of job descriptions – research and non research posts.

Step 1: Identify 3 criteria which might be relevant for your next career move

Step 2: Identify which you feel might be difficult to articulate or provide an example of.

Recruitment Criterion	Possible Relevance	Difficult to articulate?
1. Strong analytical skills		
2. Excellent oral and written communication skills		
3. Ability to work independently using own initiative		
4. Willing and flexible approach to new areas of work		
5. Successful project management experience		
6. Excellent organisational skills		
7. Ability to prioritise and manage own workload		
8. Willingness to engage in continuing professional development		
9. Experience of initiative in problem solving		
10. Experience in leading and motivating others to achieve results		
11. Ability to lead, manage and develop a team of staff		
12. Ability to work pro-actively, effectively and co-operatively as a member of a team		
13. Experience of independent research or project work		
14. Knowledge and experience of contemporary teaching methods		
15. Independent thinker and self motivator		
16. Knowledge of the needs of students		
17. Commitment to interdisciplinary and/or multidisciplinary work		
18. Ability to work collaboratively		

19. Evidence of success in generating income for research activity		
20. Experience of designing and conducting lab experiments		
21. A track record of excellence through publication of research outputs		
22. Ability to maintain and review analytical data and documentation		
23. Experience of maintaining, installing and testing equipment		
24. Excellent presentation skills		
25. Ability to build internal and external links and reputation		