

## Person Specification:

Successful shortlisted candidates will meet the following criteria. The selection panel will assess each applicant against these criteria. The primary method(s) of assessment are indicated after each criteria as follow:

- (C) - Curriculum Vitae and Supporting Statement;
- (I) - Interview;
- (E) - Essential;
- (D) - Desirable

Experience, Skills and Knowledge required		Essential or Desirable	Assessed
Experience	1. Graduate qualification in a relevant academic field (criminology, public health, human rights) or similar/adequate/demonstrable level of expertise.	E	C
	2. At least 4 years' experience of working in a relevant field (e.g drug policy; criminal justice; public health, human rights, racial/gender justice)	E	C I
	3. Experience of producing research and/ or policy papers	E	C
	4. Experience of working with external stakeholders	E	C I
	5. Experience of quantitative research	D	C I
	6. Experience in the writing and development of targeted literature aimed at both the public and other professionals	D	C I
	7. Experience of working with the media to promote issues.	D	CI
Skills & Abilities	8. Good organisational skills and the ability to plan, prioritise and time manage work	E	I
	9. Excellent communication skills, both written and oral	E	C I
	10. Ability to work both in a team and independently	E	C I
	11. Good computer literacy	E	C
Knowledge & Understanding	12. Committed to safeguarding and promoting the civil and human rights of people who use drugs and other marginalised groups in society.	E	I
	13. An understanding of current drug laws and policy issues	D	C I
	14. An understanding of vulnerable marginalised groups	E	I
	15. An understanding and commitment to equal opportunities in both the workplace and in service delivery.	E	I
	16. Ability to stay calm under pressure and maintain a sense of humour	E	I