



PERSON SPECIFICATION

Post: Lecturer/Senior Lecturer

Grade: F/G

School/Service:

Campus:

EDUCATION QUALIFICATIONS AND ACHIEVEMENTS:

Essential criteria

A PhD in a relevant area

Desirable criteria

KNOWLEDGE AND EXPERIENCE:

The role holder is required to apply a breadth or depth of experience showing full working knowledge and proficiency of their own area of expertise, to develop teaching programmes and the provision of learning support.

Demonstrate continuous specialist development, acquiring and refining skills and expertise in new or related areas, through undertaking and encouraging internal or external development activity.

Role holders at this level would typically assume all the qualifications and experience required of a Lecturer's level. In addition the role may typically require teaching and/or research experience. At this level role holders will be involved in a range of teaching activities, using a variety of approaches, on courses at undergraduate and postgraduate levels. At this level the role holder's contribution may span scholarship, teaching, research and related administration.

Essential criteria

- Experience of teaching/supervision of students or staff in the UK, or of research staff in a relevant area. For appointment to SL, you will need to demonstrate significant experience in this area including module and/or programme development and leadership
- A proven track record of research, including refereed publications, in an area compatible with the research focus in the School

Desirable criteria

COMMUNICATION

Ability to summarise and interpret complex, conceptual and specialist matters using a range of styles and media selected to meet the needs of a diverse audience

SERVICE DELIVERY

Experience of exploring and adapting a service to meet student expectations and also identifying ways of improving standards

DECISION MAKING

Experience of taking independent decisions over the design and delivery of own modules and assessment methods, collaborating with colleagues about implementation

PLANNING AND ORGANISING RESOURCES

Experience of planning, prioritising and organising the work or resources of self and others within own area on a daily, weekly or monthly basis, co-ordinating with others, ensuring students needs and expectations are met.

INITIATIVE AND PROBLEM SOLVING

Experience of using initiative and creativity to resolve problems where the optimal solution may not be immediately apparent but has to be assessed by a process of reasoning.

ANALYSIS AND RESEARCH

The role holder is required to engage in subject, professional and pedagogy research as required to support teaching activities.

Conduct individual or collaborative scholarly projects.

Identify sources of funding and contribute to the process of securing funds for own scholarly activities, where appropriate.

Extend, transform and apply knowledge acquired from scholarship to teaching and appropriate external activities. The role holder is also required to develop and produce learning materials and disseminate the results of scholarly activity.

PASTORAL CARE AND WELFARE

Experience of providing first line support and advice on commonly occurring welfare issues or queries in line with the standard welfare procedures for the University, appreciating the needs of students and their personal circumstances.

TEACHING AND LEARNING SUPPORT

Experience of designing teaching materials and delivering this either across a range of modules or within a subject area, using appropriate teaching, learning support and assessment methods.

Criteria tested by Key:

A = Application form
C = Certification
I = Interview
P = Presentation
R = Research papers
T = Test