

PERSON SPECIFICATION
Lecturer (Teaching) / Senior Lecturer (Teaching) in Adult Nursing

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Nursing and Midwifery Council (NMC) registerable qualification in Adult Nursing.	Essential	Application Form / Supporting Statement
2. A postgraduate qualification in a relevant subject	Essential	Application Form
3. Current registration with the NMC.	Essential	Application Form / Supporting Statement
4. Experience of teaching nursing students on NMC approved programmes, with evidence of successful student learning outcomes and good pedagogic practice.	Essential	Application Form / Supporting Statement / Interview
5. Demonstrable capacity to make a substantial contribution to the Learning & Teaching agenda within the nursing curriculum(s).	Essential	Application Form / Supporting Statement / Interview
6. Significant relevant professional knowledge and experience in clinical skills/clinical practice.	Essential	Application Form / Supporting Statement / Interview
7. Excellent awareness of national strategic and policy developments in health and social care.	Essential	Application Form / Supporting Statement / Interview
8. Excellent written and oral communication skills; ability to communicate confidently and clearly with a range of people including students, lecturers, managers, representatives of external organisations and the public, both orally and in writing.	Essential	Application Form / Supporting Statement / Interview
9. Evidence of effective team-working and interpersonal skills and the ability to inspire, influence and motivate others through collaborative working practices.	Essential	Application Form / Supporting Statement / Interview
10. Clear evidence of sustained continuous professional development.	Essential	Application Form / Supporting Statement / Interview
11. For appointment as Senior Lecturer (Teaching) only: A Higher Education teaching qualification, or HEA Fellowship.	Essential	Application Form
12. For appointment as Senior Lecturer (Teaching) only: Full masters qualification in a relevant subject.	Essential	Application Form

- Application Form – assessed against the application form and where appropriate, curriculum vitae. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- Supporting Statements - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- Interview – assessed during the interview process by either competency based interview questions, tests, work-related exercise, presentation or teaching session etc.

*Newly appointed staff who do not already hold HEA professional recognition or a HE teaching qualification will be required to achieve this within three years of their appointment to the post, either through completion of the PG Cert Learning and Teaching in HE, or for those with significant experience of teaching in HE, via the University's accredited CPD scheme conferring Fellowship at the appropriate level.