

**PERSON SPECIFICATION**  
**Senior Lecturer in Organisational Behaviour and Leadership**

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Doctorate in a related subject.	Essential	Application Form
2. Experience of working on research projects in a related subject.	Essential	Application Form / Supporting Statement / Interview
3. Clear evidence of high-quality research outputs in peer reviewed publications.	Essential	Application Form
4. Teaching experience at higher education level with evidence of successful student learning outcomes and good pedagogic practice in a related subject <b>and/or</b> high-quality presentation skills, and experience of mentoring or developing senior professionals in a related subject.	Essential	Application Form / Supporting Statement / Interview
5. Clear evidence of contemporary knowledge in several of the following areas: a. Organisational Behaviour b. Leadership c. Coaching & Mentoring d. Change Management	Essential	Application Form / Supporting Statement / Interview
6. Clear evidence of module leadership, management and development.	Essential	Application Form / Supporting Statement / Interview
7. Suitable level of proficiency in IT and understanding of its application to teaching, learning and applied research.	Essential	Application Form / Supporting Statement / Interview
8. Ability to communicate confidently and clearly with a wide range of people including students, tutors and managers, both orally and in writing.	Essential	Application Form / Supporting Statement / Interview
9. Willingness to work overseas.	Essential	Interview
10. Recognised teaching qualification or HEA Fellowship*.	Desirable	Application Form
11. Evidence of contemporary knowledge and teaching of research methods.	Desirable	Application Form / Supporting Statement / Interview

12. Experience of leading research projects or teams.	Desirable	Application Form / Supporting Statement / Interview
13. Evidence of developing impactful research.	Desirable	Application Form / Supporting Statement / Interview
14. Experience of managing courses and course development.	Desirable	Application Form / Supporting Statement / Interview
15. Evidence of securing externally funded research projects.	Desirable	Application Form / Supporting Statement / Interview
16. Demonstrable capacity to deliver credible executive education programmes.	Desirable	Application Form / Supporting Statement / Interview
17. A track record of supervising DBA/PhD students to completion.	Desirable	Application Form / Supporting Statement / Interview
18. Evidence of effective international cohort teaching with successful student learning outcomes and good pedagogic practice.	Desirable	Application Form / Supporting Statement / Interview

- 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.