

PERSON SPECIFICATION
Lecturer in Human Resources

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Doctoral qualification (or near to completion) in a relevant subject.	Essential	Application Form /
2. Demonstrable capacity to make a contribution to the learning and teaching agenda within the School.	Essential	Application Form / Supporting Statement / Interview
3. Teaching experience at higher education level with evidence of successful student learning outcomes and good pedagogic practice in a related subject and/or high-quality presentation skills and experience of developing professionals.	Essential	Application Form / Supporting Statement / Interview
4. Evidence of research dissemination through conference presentations and plans to disseminate research in peer reviewed publications.	Essential	Application Form / Supporting Statement / Interview
5. Clear evidence of contemporary knowledge in Human Resources.	Essential	Application Form / Supporting Statement / Interview
6. 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
7. Willingness to work towards CIPD Academic Membership.	Essential	Application Form / Supporting Statement / Interview
8. Potential to make a contribution to module leadership, management and development.	Essential	Application Form / Supporting Statement / Interview
9. Suitable level of proficiency in IT and understanding of its application to teaching, learning and applied research.	Essential	Application Form / Supporting Statement / Interview
10. 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
11. Willingness to work overseas.	Essential	Interview
12. Experience of professional practice and/or consultancy in a related subject.	Desirable	Application Form / Supporting Statement / Interview

13. CIPD Academic or Chartered Membership.	Desirable	Application Form
14. Evidence of effective international cohort teaching with successful student learning outcomes and good pedagogic practice.	Desirable	Application Form / Supporting Statement / Interview
15. Evidence of contemporary knowledge in some of: <ul style="list-style-type: none"> a. Leadership b. Management c. Research Methods 	Desirable	Application Form / Supporting Statement / Interview
16. Experience of working on research projects in a related subject.	Desirable	Application Form / Supporting Statement / Interview
17. Evidence of high-quality research outputs in peer reviewed publications.	Desirable	Application Form
18. Recognised teaching qualification or HEA Fellowship*.	Desirable	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.