

PERSON SPECIFICATION
Lecturer (Teaching) in Accounting and Finance

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. An appropriate professional qualification in Accounting.	Essential	Application Form
2. Demonstrable capacity to make a contribution to the learning and teaching agenda within the School.	Essential	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	Supporting Statement / Interview
4. Clear evidence of contemporary knowledge in several of the following areas: Management Accounting; Financial Accounting; International Finance; Finance.	Essential	Supporting Statement / Interview
5. Suitable level of proficiency in ICT and understanding of its application to teaching and learning.	Essential	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	Supporting Statement / Interview
7. Willingness to work overseas.	Essential	Supporting Statement / Interview
8. A Masters level qualification in a relevant subject.	Desirable	Application Form
9. Experience of professional practice and/or consultancy in a related subject.	Desirable	Supporting Statement / Interview
10. Recognised teaching qualification or HEA Fellowship.*	Desirable	Application Form
11. Experience of international cohort teaching with successful student learning outcomes and good pedagogic practice.	Desirable	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.