

PERSON SPECIFICATION
Associate Lecturer in Biological Sciences

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. A first degree in Biological Sciences or a related subject area.	Essential	Application Form
2. Excellent knowledge of Biological Sciences in general.	Essential	Supporting Statement / Interview
3. A student-centred approach to teaching, learning and student engagement.	Essential	Supporting Statement / Interview
4. Excellent oral and written communication skills, including communication via ICT.	Essential	Supporting Statement / Interview
5. A postgraduate qualification (e.g., MSc, PhD) in Biological Science or a related discipline.	Desirable	Application Form
6. Experience of teaching on a Biological Science degree programmes at undergraduate level.	Desirable	Supporting Statement / Interview
7. Experience of using ICT e.g. in the delivery of material to students via a virtual learning environment (VLE) or similar platform.	Desirable	Supporting Statement / Interview
8. Possess a Higher Education teaching qualification (e.g., PG Cert in Learning & Teaching in HE) and/or HEA Fellowship*, or near completion.	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.