

**PERSON SPECIFICATION**  
**Associate Lecturer in Social Work**

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. A relevant degree or equivalent professional qualification in a relevant subject area.	Essential	Application Form / Supporting Statement
2. Knowledge, experience and expertise of Social Work practice and Social Work England Standards.	Essential	Application Form / Supporting Statement / Interview
3. Experience of teaching students with evidence of successful student learning outcomes and good pedagogic practice.	Essential	Supporting Statement / Interview
4. Excellent written and oral communication skills, with the ability to communicate confidently and clearly with a range of people including students, internal and external colleagues, and the public.	Essential	Supporting Statement / Interview
5. Evidence of effective team-working and interpersonal skills with the ability to inspire, influence and motivate others through collaborative working practices.	Essential	Supporting Statement / Interview
6. The ability to use on-line communication and ICT systems in a work situation.	Essential	Supporting Statement / Interview
7. Clear evidence of sustained continuous professional development.	Essential	Supporting Statement / Interview
8. Effective status / registration and membership of SWE professional body.	Essential	Application Form / Supporting Statement
9. Post qualifying experience and qualifications in Social Work, e.g. PEPS 1 and PEPS 2.	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.