

**PERSON SPECIFICATION**  
**Principal Lecturer in Psychology (permanent)**

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Completed PhD or Doctorate in Psychology.	Essential	Application Form / Supporting Statement
2. Extensive experience of teaching of psychology in a Higher Education environment, demonstrating excellence and innovation in teaching practice.	Essential	Application Form / Supporting Statement / Interview
3. Ability to enthuse, motivate and facilitate learning and intellectual challenge, using a variety of methods of learning and teaching.	Essential	Application Form / Supporting Statement / Interview
4. Experience of innovative and successful curriculum design.	Essential	Application Form / Supporting Statement / Interview
5. Experience of organised and effective leadership, working with internal and external partners.	Essential	Application Form / Supporting Statement / Interview
6. High level of proficiency in using technology creatively and appropriately to enhance learning experiences.	Essential	Application Form / Supporting Statement / Interview
7. Ability to communicate confidently and clearly both orally and in writing, with students, academic and administrative colleagues, external stakeholders and the general public.	Essential	Application Form / Supporting Statement / Interview
8. Evidence of effective team-working and interpersonal skills, with the ability to inspire, influence and motivate others through collaborative working practices.	Essential	Application Form / Supporting Statement
9. Evidence of clear research and knowledge exchange plans, publications and/or scholarly activity consistent with career stage, including a track record of funding and evidence of capacity to contribute to high quality, impactful research outputs.	Essential	Application Form / Supporting Statement / Interview
10. Willingness to work some weekends and evenings with notice.	Essential	Application Form / Supporting Statement / Interview
11. Advance HE Fellowship (FHEA).	Essential	Application Form / Supporting Statement
12. Advance HE Senior Fellowship (SFHEA).	Desirable	Application Form / Supporting Statement

**Head of Department (3-year fixed term in first instance)**

<b>Criteria</b>	<b>Essential/ Desirable</b>	<b>Application Form / Supporting Statement / Interview</b>
1. Experience of leading an aspect of academic provision (e.g. course leadership).	Essential	Application Form / Supporting Statement
2. Excellence in delivering teaching and/or research and scholarship/knowledge exchange.	Essential	Application Form / Supporting Statement / Interview
3. Experience of innovative curriculum design and approval processes, or managing more complex academic provision.	Essential	Application Form / Supporting Statement / Interview
4. An in-depth knowledge of a specialist subject/ professional area within the Department.	Essential	Application Form / Supporting Statement / Interview
5. Where relevant, excellent knowledge of statutory regulatory bodies and associated requirements.	Essential	Application Form / Supporting Statement / Interview
6. Experience of recruitment activities, schools outreach and open days.	Essential	Application Form / Supporting Statement / Interview
7. A thorough understanding of the University's processes and of the wider higher education environment.	Essential	Application Form / Supporting Statement / Interview
8. Evidence of effective and constructive liaison with professional support departments.	Essential	Application Form / Supporting Statement
9. Advance HE Fellowship (FHEA).	Essential	Application Form / Supporting Statement / Interview
10. Advance HE Senior Fellowship (SFHEA).	Desirable	Application Form / Supporting Statement / Interview
11. Experience of staff recruitment processes; for example, contributing to shortlisting processes or interview panels.	Desirable	Application Form / Supporting Statement
12. Line management experience.	Desirable	Application Form / Supporting Statement
13. An active and supportive approach to interdisciplinary and multi-disciplinary research that will help foster interactions within the University and externally.	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.