

PERSON SPECIFICATION
Lecturer / Senior Lecturer or Lecturer (Teaching) / Senior Lecturer (Teaching) in Nursing with an interest in Medicines Management

| Criteria | Essential/ Desirable | Application Form / Supporting Statement / Interview |
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| 1. Registered healthcare professional with the NMC or HCPC. | Essential | Application Form |
| 2. Evidence of a prescribing or independent and supplementary prescribing qualification. | Essential | Application Form |
| 3. Ability to actively engage in scholarship that underpins professional re-validation. | Essential | Supporting Statement / Interview |
| 4. Ability to communicate confidently and clearly with a wide range of people, both orally and in writing. | 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. Evidence of ongoing CPD. | Essential | Application Form / Supporting Statement / Interview |
| 7. Evidence of having contributed to peer review of research (e.g. through journal reviewing, ethics reviews, grant review, REF output review). | Essential | Application Form / Supporting Statement / Interview |
| 8. Essential for Standard Academic Contract: Clear evidence of capacity to produce high quality publications at international level. | Desirable | Application Form / Supporting Statement / Interview |
| 9. Essential for Standard Academic Contract: Evidence of providing support to others in relation to their own research, scholarship or knowledge exchange activities (e.g. through mentoring, coaching, collaboration or line management roles). | Desirable | Application Form / Supporting Statement / Interview |
| 10. Contemporary knowledge of recent policy, research and transformational health and social care agendas that influence the education of students in a multi-professional workforce. | Desirable | Application Form / Supporting Statement / Interview |
| 11. Masters degree in a relevant subject area. | Desirable | Application Form |

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| 12. Evidence of teaching Prescribing, Pharmacology, Medicines Optimisation and Independent and Supplementary Prescribing in a Higher Education environment; demonstrating excellence and innovation in teaching practice. | Desirable | Application Form / Supporting Statement / Interview |
| 13. Contemporary knowledge of Independent and Supplementary prescribing including recent initiatives, policy and research. | Desirable | Application Form / Supporting Statement / Interview |
| 14. Fellowship / Senior / Principal Fellowship with Advance HE. | Desirable | Application Form |
| 15. Specialist knowledge in a broad range of therapeutic topics. | Desirable | Supporting Statement / Interview |
| 16. PhD or other doctoral qualification. | 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.