PERSON SPECIFICATION

Lecturer (Teaching) / Senior Lecturer (Teaching) in Nursing

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| **Criteria** | **Essential/ Desirable** | **Application Form / Supporting Statement /****Interview** |
| 1. A first degree in Nursing or a relevant health subject. | Essential | Application Form |
| 2. Nursing and Midwifery Council (NMC) registerable qualification in Adult Nursing. | Essential | Application Form |
| 3. Current registration with the NMC. | Essential | Application Form / Supporting Statement |
| 4. Experience of teaching nursing students / apprentices on NMC approved programmes, with evidence of successful student learning outcomes and good pedagogic practice. | Essential | Supporting Statement / Interview |
| 5. Demonstrable capacity to make a substantial contribution to the Learning & Teaching agenda within the nursing curriculum(s). | Essential | Supporting Statement / Interview |
| 6. A sound understanding of Apprenticeships, including regulatory and quality assurance processes. | Essential | Supporting Statement / Interview |
| 7. High level of ICT proficiency for teaching and administration purposes. | Essential | Supporting Statement / Interview |
| 8. Relevant professional educational / practice experience. | Essential | Supporting Statement / Interview |
| 9. Awareness of national strategic and policy developments in health and social care. | Essential | Supporting Statement / Interview |
| 10. Excellent written and oral communication skills; ability to communicate confidently and clearly with a range of people including students, lecturers, managers, representatives of external organisations and the public, both orally and in writing. | Essential | Supporting Statement / Interview |
| 11. Evidence of effective team-working and interpersonal skills and the ability to inspire, influence and motivate others through collaborative working practices. | Essential | Supporting Statement / Interview |
| 12. Clear evidence of sustained continuous professional development. | Essential | Supporting Statement / Interview |

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| 13. Post Graduate Certificate Learning and Teaching in Higher Education (PGCTHE). | Desirable | Application Form / Supporting Statement |
| 14. **Essential for Senior Lecturer (Teaching):**Relevant Masters qualification or working towards. | Desirable | Application Form |
| 15. **Essential for Senior Lecturer (Teaching):**Excellent awareness of both educational and health policy, development, and practice. | Desirable | Supporting Statement / Interview |
| 16. PhD or other Doctoral Qualification. | Desirable | Application Form / Supporting Statement |

* 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 an 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.