

PERSON SPECIFICATION
Lecturer / Lecturer (Teaching) in Psychology

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. A completed postgraduate degree in a relevant discipline, along with substantial professional qualifications and experience (e.g., HCPC registration) that demonstrate equivalent expertise.	Essential	Application Form / Supporting Statement
2. Evidence of teaching Psychology in a Higher Education environment.	Essential	Application Form / Supporting Statement / Interview
3. Ability to enthuse, motivate and facilitate student and intellectual challenge, using a variety of methods of learning and teaching.	Essential	Supporting Statement / Interview
4. 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
5. Experience of using technology creatively and appropriately to enhance students' learning experiences.	Essential	Supporting Statement / Interview
6. Ability to provide organised and effective module leadership and course leadership as opportunities arise.	Essential	Supporting Statement / Interview
7. Willingness to work some weekends and evenings with notice.	Essential	Supporting Statement / Interview
<u>Essential for to be considered for a standard academic contract to include a requirement for research:</u>	Desirable	Application Form / Supporting Statement
8. Completed or currently nearing completion of a PhD in psychology, or professional qualifications that might be considered as equivalent to a PhD.		
<u>Essential for to be considered for a standard academic contract to include a requirement for research:</u>	Desirable	Application Form / Supporting Statement / Interview
9. Evidence of significant engagement in research aligned to the School of Psychology research strengths, as evidenced by high quality publications, research grants and/or knowledge exchange activity commensurate with career stage.		
10. Evidence of ability to teach across one or more core British Psychological Society areas including quantitative research methods.	Desirable	Supporting Statement / Interview

11. Chartered Member (or eligibility for Chartered Membership) of the British Psychological Society with a full Division membership.	Desirable	Supporting Statement / Interview
12. A Higher Education teaching qualification, or Advance HE Fellowship (FHEA).	Desirable	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.