

PERSON SPECIFICATION
Lecturer (Teaching) / Senior Lecturer (Teaching) in Business & HR

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. An appropriate Masters level qualification in Business.	Essential	Application Form
2. Evidence of contemporary knowledge in some of the following areas: <ul style="list-style-type: none"> • HR • Organisational Behaviour • Employment law • Industrial relationships 	Essential	Supporting Statement / Interview
3. Teaching experience at higher education level in the UK with evidence of successful student learning outcomes and good pedagogic practice in a related subject and / or high-quality presentation skills and experience of developing professionals in a UK context.	Essential	Supporting Statement / Interview
4. Professional experience in HR and / or CIPD fellowship.	Essential	Application Form / Supporting Statement / Interview
5. Suitable level of proficiency in ICT and understanding of its application to teaching and learning in the classroom.	Essential	Supporting Statement / Interview
6. Ability to communicate confidently and clearly with a wide range of people including students, tutors, and managers, both orally and in writing.	Essential	Supporting Statement / Interview
7. <u>Essential for to be consider for Senior Lecturer (Teaching) post:</u> Experience of programme leadership, demonstrating an ability to lead and manage significant initiatives or activities to support course development and leadership.	Desirable	Supporting Statement / Interview
8. Willingness to work overseas.	Desirable	Supporting Statement / Interview
9. Demonstrable capacity to contribute to the learning and teaching agenda within the School.	Desirable	Supporting Statement / Interview
10. Experience of professional practice and / or consultancy in a related subject.	Desirable	Supporting Statement / Interview

11. Evidence of effective international cohort teaching with successful student learning outcomes and good pedagogic practice.	Desirable	Supporting Statement / Interview
12. Recognised teaching qualification or HEA Fellowship*.	Desirable	Application Form / Supporting Statement
13. Recognised Professional Qualification in a relevant subject.	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 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.