

**PERSON SPECIFICATION**  
**Lecturer (Teaching) / Senior Lecturer (Teaching) in Nursing**

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 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

13. Post Graduate Certificate Learning and Teaching in Higher Education (PGCTHE).	Desirable	Application Form / Supporting Statement
14. <b><u>Essential for Senior Lecturer (Teaching):</u></b> Relevant Masters qualification or working towards.	Desirable	Application Form
15. <b><u>Essential for Senior Lecturer (Teaching):</u></b> 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 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.