

PERSON SPECIFICATION
Lecturer in Human Geography & Sustainability

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. An undergraduate degree in a relevant subject area.	Essential	Application Form
2. A postgraduate degree in a relevant area (e.g., geography, social science, sustainability): <ul style="list-style-type: none"> • For Teaching Focused lectureship, MSc/PhD or working towards is essential • For Teaching & Research lectureship, PhD is essential 	Essential	Application Form
3. Up-to-date expert knowledge of at least one sub-field within the discipline of human geography and sustainability, established through personal research (e.g., environmental sustainability, cultural and political geography, developmental geography, health geography etc.)	Essential	Supporting Statement / Interview
4. Excellent wider knowledge key geographical and environmental processes and concepts.	Essential	Supporting Statement / Interview
5. Experience of teaching. Experience of research-informed teaching to undergraduate Geography / Environmental Science students is desirable.	Essential	Supporting Statement / Interview
6. Excellent oral and written communication skills, including the use of ICT (such as a virtual learning environment (VLE) or similar platform).	Essential	Supporting Statement / Interview
7. The ability to work as an individual and within a team, including the ability to work flexibly (e.g. staffing weekend open days, residential fieldwork).	Essential	Supporting Statement / Interview
8. Experience of using a student-centered approach to enhance teaching, learning and student engagement.	Desirable	Supporting Statement / Interview
9. <u>Essential for Teaching & Research lectureship:</u> The ability to enhance research within one of the School's research groups, with peer-reviewed publications suitable for inclusion in Research Excellence Framework (REF) submissions.	Desirable	Supporting Statement / Interview
10. Possess a Higher Education teaching qualification (e.g., PG Cert in Learning & Teaching in HE) and / or HEA Fellowship*, or near completion.	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.