

PERSON SPECIFICATION
Principal Lecturer and Course Lead in Mental Health Nursing

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Academic leadership and line management experience with evidence of confidence in working in multidisciplinary teams.	Essential	Supporting Statement / Interview
2. Master's degree qualification in a relevant subject.	Essential	Application Form
3. Post graduate qualification in Higher Education and / or Fellowship / Senior Fellowship of Advance HE.	Essential	Application Form
4. Evidence of teaching at HE level that is underpinned by research and scholarship, demonstrates excellence and innovation, including the ability to enthuse, motivate and facilitate student learning and intellectual challenge, using a variety of methods of learning and teaching, including e-learning.	Essential	Supporting Statement / Interview
5. Evidence of leading on the development of innovative and improved approaches to teaching and learning, informed by research and engagement with practice, within mental health nursing and across the school.	Essential	Supporting Statement / Interview
6. Extensive experience of module and / or programme leadership and administrative management in HE.	Essential	Supporting Statement / Interview
7. Excellent planning and organisational skills, and exceptional ability to analyse situations and solve problems.	Essential	Supporting Statement / Interview
8. Excellent awareness of national strategic and policy developments in Higher Education and active membership of professional networks and associations in mental health nursing.	Essential	Supporting Statement / Interview
9. Evidence of highly effective team-working and interpersonal skills and the ability to inspire, influence and motivate others through effective leadership.	Essential	Supporting Statement / Interview
10. Knowledge and experience of quality assurance and enhancement and specifically, professional approval, accreditation, and monitoring by relevant professional bodies.	Essential	Supporting Statement / Interview

11. Current registration with the NMC as a Nurse.	Essential	Application Form
12. Exceptional communication skills and the ability to build and maintain consensus in teams, to address key performance issues.	Essential	Supporting Statement / Interview
13. Evidence of sustained CPD.	Essential	Supporting Statement / Interview
14. Evidence of providing support to others in relation to their own research, scholarship, or knowledge exchange activities (e.g., through mentoring, coaching, collaboration, or line management roles).	Essential	Supporting Statement / Interview
15. Clear and sustained evidence of capacity to produce high quality publications.	Essential	Application Form / Supporting Statement / Interview
16. Evidence of having contributed to peer review of research (e.g., through journal reviewing, ethics reviews, grant review, REF output review).	Essential	Supporting Statement / Interview
17. Evidence of securing funding and / or support, develop and supervise others who seek to attract funding.	Essential	Supporting Statement / Interview
18. PhD or other doctoral qualification.	Desirable	Application Form
19. Experience of doctoral supervision.	Desirable	Supporting Statement / Interview
20. Senior / Principal Fellowship of Advance HE.	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.