

**PERSON SPECIFICATION**  
**Lecturer / Senior Lecturer in English Language**

| Criteria   | Essential/<br>Desirable | Application Form /<br>Supporting Statement /<br>Interview |
|--|-------------------------|---|
| 1. An undergraduate and / or Master's degree in English Language or closely related subject.   | Essential               | Application Form  |
| 2. A PhD qualification or, near completion, in the field of English Language or closely related subject.   | Essential               | Application Form /<br>Supporting Statement                |
| 3. Experience teaching English Language or related course at UG / PG level, including independently convening modules.   | Essential               | Application Form /<br>Supporting Statement /<br>Interview |
| 4. Experience of course administration, ideally to the equivalent of course leadership.  | Essential               | Supporting Statement /<br>Interview                       |
| 5. Experience of using learning technologies creatively to enhance students' learning experience.  | Essential               | Supporting Statement /<br>Interview                       |
| 6. A record of peer-reviewed publications commensurate with your career stage or the demonstrable potential to achieve this.   | Essential               | Application Form /<br>Supporting Statement /<br>Interview |
| 7. A demonstrable commitment to pursuing scholarly activity, to maintain the currency of courses.  | Essential               | Supporting Statement /<br>Interview                       |
| 8. A student-centred approach and a commitment to student satisfaction.  | Essential               | Supporting Statement /<br>Interview                       |
| 9. Willingness to engage with external agencies for knowledge exchange and with a view to work experience opportunities for students.  | Essential               | Supporting Statement /<br>Interview                       |
| 10. Willingness to contribute to student recruitment activities.   | Essential               | Supporting Statement /<br>Interview                       |
| <b><u>Essential to be considered for appointment as Senior Lecturer:</u></b><br>11. Fellowship of the Higher Education Academy and/ or a Higher Education teaching qualification e.g. Post Graduate Certificate in Higher Education or equivalent. | Desirable               | Application Form /<br>Supporting Statement                |
| 12. A research and teaching specialism in sociolinguistics.  | Desirable               | Application Form /<br>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.