

**PERSON SPECIFICATION**  
**Lecturer / Lecturer (Teaching) in Social Work**

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. A degree or equivalent qualification in social work and registration with Social Work England (SWE).	Essential	Application Form / Supporting Statement
2. Experience of and enthusiasm for supporting students in practice education and of working across a range of practice areas.	Essential	Supporting Statement/ Interview
3. Ability and commitment to contributing to the development of high-quality education programme and research informed activity that supports practice learning.	Essential	Supporting Statement/ Interview
4. Ability to communicate confidently and clearly with a wide range of people including students, tutors, managers, representatives of external organisations and the public both orally and in writing.	Essential	Supporting Statement/ Interview
5. Effective IT skills, including the use of Microsoft Office Software including Excel, PowerPoint, email, diary management, document creation, including tables and secure storage, and web-based learning platforms (Blackboard).	Essential	Supporting Statement/ Interview
6. Ability to provide training and tutorials to prepare students and practice educators for practice learning.	Essential	Supporting Statement/ Interview
7. Effective team working and interpersonal skills.	Essential	Supporting Statement/ Interview
8. Effective organisation skills and ability to liaise with students and practice educators in a timely manner.	Essential	Supporting Statement/ Interview
9. Demonstrate and understanding of current Social Work Policy and Practice.	Essential	Supporting Statement/ Interview
10. Evidence of post qualifying and continuing professional development.	Essential	Supporting Statement/ Interview
11. The ability to travel to placements within the Midlands area.	Essential	Supporting Statement/ Interview
<b><u>Essential for to be considered for a standard academic contract to include a requirement for research:</u></b>	Desirable	Supporting Statement/ Interview
12. Evidence of developing publication and / or scholarly activity consistent with career stage.		
13. A Masters qualification.	Desirable	Application Form
14. A Practice Education Professional Standards (PEPS) 1 and 2 qualification.	Desirable	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.