

PERSON SPECIFICATION

Lecturer or Senior Lecturer (Teaching) in Further Education and Skills

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. UK Qualified Teacher Status (Please include your DfE QTS number) or QTLS.	Essential	Application Form
2. Recent and relevant experience of teaching in the FE sector.	Essential	Application Form / Supporting Statement / Interview
3. Experience of working with trainee teachers in a school / college setting or HE context.	Essential	Supporting Statement / Interview
4. Experience of observation and high-quality feedback to trainee teachers / colleagues.	Essential	Supporting Statement / Interview
5. Ability to work collaboratively with partners, particularly FE colleges.	Essential	Supporting Statement / Interview
6. Evidence of sharing professional knowledge through e.g. presentations to peers or external audiences.	Essential	Supporting Statement / Interview
7. Ability to engage with external agencies such as Ofsted, DfE etc. And to contribute to inspections.	Essential	Supporting Statement / Interview
8. Evidence of excellent oral, written and IT skills.	Essential	Supporting Statement / Interview
9. Evidence of effective interpersonal skills, with the ability to work independently and as a member of a team.	Essential	Supporting Statement / Interview
10. Flexibility and the ability to travel to settings across the wide geographical area.	Essential	Supporting Statement / Interview
11. Essential for appointment to Senior Lecturer: Masters level qualification (or underway).	Desirable	Supporting Statement / Interview
12. Fellowship or Senior Fellowship of the HEA*.	Desirable	Application Form
13. Extensive experience of undertaking research and evidence of publications or professional dissemination of knowledge, for example, conference presentations and participation in FE communities, for example, the Education and Training Foundation.	Desirable	Supporting Statement / Interview
14. Experience of teaching in HE.	Desirable	Application Form / Supporting Statement / Interview

- 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.