

PERSON SPECIFICATION
Lecturer or Lecturer (Teaching) in Biology

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Undergraduate degree in Biological Sciences or a closely related area.	Essential	Application Form
2. Postgraduate degree in Biological Science or related discipline. <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. Experience of industrial and / or academic working in Biochemistry, Biomedical Science, Chemistry or Pharmacology.	Essential	Supporting Statement / Interview
4. Up-to-date expert knowledge of at least one sub-field within the discipline of Biological Science, established through personal research or professional practice.	Essential	Supporting Statement / Interview
5. Excellent wider knowledge key biological science processes and concepts.	Essential	Supporting Statement / Interview
6. Experience of teaching. Experience of research-informed teaching to Biological Science undergraduate students is desirable.	Essential	Supporting Statement / Interview
7. 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
8. 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
9. <u>Essential for Standard Academic Contract:</u> The ability to enhance research within the Worcester Biomedical Research Group, with demonstrable ability to generate peer-reviewed publications suitable for inclusion in Research Excellence Framework (REF) submissions.	Desirable	Application Form / Supporting Statement / Interview
10. Experience of using a student-centered approach to enhance teaching, learning and student engagement.	Desirable	Supporting Statement / Interview
11. 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
12. Registration with HCPC as a Biomedical Scientist.	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.