

PERSON SPECIFICATION
Lecturer / Lecturer (Teaching) in Psychology (Mental Health)

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. For Lecturer: Completed or currently nearing completion of a PhD in psychology with a mental health focus OR For Lecturer (Teaching): Completed postgraduate degree in a relevant discipline and completed or currently nearing completion of professional qualifications or formal training in Cognitive Behavioural Therapy (CBT).	Essential	Application Form
2. Clear evidence of experience and expertise working with people with mental health problems within the context of mental health services.	Essential	Application Form / Supporting Statement
3. Evidence of teaching in a Higher Education environment; OR training experience in an organisational setting, demonstrating excellence and innovation in teaching / training practice.	Essential	Application Form / Supporting Statement / Interview
4. Ability to enthuse, motivate and facilitate student and intellectual challenge, using a variety of methods of learning and teaching.	Essential	Supporting Statement / Interview
5. For Lecturer: Evidence of significant engagement in research aligned to the School of Health and Wellbeing research strengths, as evidenced by high-quality publications, research grants and / or knowledge exchange activity commensurate with career stage. OR For Lecturer (Teaching): Evidence of significant engagement in scholarly activity and / or professional practice activities commensurate with career stage.	Essential	Application Form / Supporting Statement / Interview
6. Evidence of effective team-working and interpersonal skills, with the ability to inspire, influence and motivate others through collaborative and inclusive working practices.	Essential	Supporting Statement / Interview
7. Ability to communicate confidently and clearly both orally and in writing, with students, academic and administrative colleagues, NHS / NHS-E stakeholders and the general public.	Essential	Supporting Statement / Interview
8. Experience of using technology creatively and appropriately to enhance students' learning experiences.	Essential	Supporting Statement / Interview
9. Ability to provide organised and effective module leadership and course leadership as opportunities arise.	Essential	Supporting Statement / Interview

10. Willingness to work some weekends and evenings with notice.	Essential	Supporting Statement / Interview
11. Chartered Member (or eligibility for Chartered Membership) of the British Psychological Society with a full Division membership OR Registration with the Health and Care Professions Council or a counselling association such as the BACP, BABCP.	Desirable	Application Form / Supporting Statement
12. A Higher Education teaching qualification or Advance HE Fellowship (FHEA).	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.