

PERSON SPECIFICATION
Lecturer / Senior Lecturer in Anatomy and Medical Science

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Primary degree in Anatomy, Biomedical Sciences, Medical Science, or a related discipline.	Essential	Application Form
2. Postgraduate qualification (Doctorate / PhD) (or, for Lecturer, near completion) in Anatomy or a closely related discipline and / or appropriate relevant experience.	Essential	Application Form
3. Demonstrable experience of delivering high-quality anatomy teaching (e.g. dissection, prosection, imaging-based anatomy, skills-based sessions) in higher education or clinical education settings in a variety of different settings. For Senior Lecturer level: Significant demonstrable experience of delivering high-quality anatomy teaching.	Essential	Supporting Statement / Interview
4. Ability to contribute to curriculum design, delivery, and evaluation / assessment design, marking, and providing constructive feedback.	Essential	Supporting Statement / Interview
5. Demonstrable ability to enthuse, motivate and facilitate student learning using a variety of methods of learning and teaching, including the ability to use technology creatively and appropriately to enhance learning experiences.	Essential	Supporting Statement / Interview
6. Ability to work collaboratively within multidisciplinary teaching teams.	Essential	Application Form / Supporting Statement / Interview
7. Excellent written and oral communication skills; ability to communicate confidently and clearly with a range of people including students, lecturers, managers, representatives of external organisations and the public, both orally and in writing.	Essential	Application Form / Supporting Statement / Interview
8. Essential for Senior Lecturer: PG Cert in Learning and Teaching in Higher Education (or equivalent qualification) and / or Fellowship of the Higher Education Academy (HEA) / Advance HE* / or relevant appropriate experience.	Desirable	Application Form
9. Demonstrable commitment to diversity and inclusion, and to health and well-being issues in both staff and students.	Desirable	Supporting Statement / Interview
10. Evidence of contributing to both student recruitment and support activities (or willingness to do so).	Desirable	Supporting Statement / Interview

11. Experience of doctoral supervision.	Desirable	Application Form
12. Current scholarly / research activity in the field of Anatomy and / or medical education. For Senior Lecturer level: Track record of scholarly / research activity related to the field and / or medical education, producing excellent outputs in this area.	Desirable	Application Form / Supporting Statement
13. Knowledge and experience of working in collaboration with colleagues in NHS; awareness of national strategic and policy developments in Higher Education; and active membership of professional networks and associations in related fields.	Desirable	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.