

PERSON SPECIFICATION
Lecturer / Senior Lecture in Clinical Skills

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Primary degree in medicine (e.g., MBBS, MBChB or equivalent).	Essential	Application Form
2. Registered with the GMC with a License to Practice and held in good standing.	Essential	Application Form / Supporting Statement
3. Experience delivering teaching or facilitating clinical skills, applied physiology, simulation-based learning and / or related healthcare subjects. For Senior Lecturer level: Significant demonstrable experience of delivering high-quality clinical skills teaching.	Essential	Application Form / 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	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	Supporting Statement / Interview
8. Demonstrable commitment to diversity and inclusion, and health and well-being issues in both staff and students.	Essential	Supporting Statement / Interview
9. Evidence of contributing to both student recruitment and support activities (or willingness to do so).	Essential	Supporting Statement / Interview
10. Postgraduate qualification in a field relating to medicine (Doctorate / PhD) (or, for Lecturer, near completion) or relevant professional qualification and / or appropriate relevant experience.	Desirable	Application Form
11. 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

12. Current scholarly / research activity in the field of Medical Science 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.