PERSON SPECIFICATION

Lecturer (Teaching) in Psychology 0.4 FTE

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Completed or currently nearing completion of a PhD in a relevant discipline OR (if from a professional practice background), Completed Masters degree in a relevant discipline and completed or actively engaged in professional qualifications e.g. HCPC registration	Essential	Application Form / Supporting Statement
2. Evidence of teaching Psychology 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
3. Ability to enthuse, motivate and facilitate learning and intellectual challenge, using a variety of methods of teaching/training.	Essential	Application Form / Supporting Statement / Interview
4. Contemporary and up-to-date knowledge of Occupational/Business Psychology including research, knowledge exchange, policy and/or practice.	Essential	Application Form / Supporting Statement / Interview
5. Ability to communicate confidently and clearly with a range of people both orally and in writing, including students, academic and administrative colleagues, stakeholders and the general public.	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 working practices.	Essential	Application Form / Supporting Statement
7. Willingness to work some weekends and evenings with notice.	Essential	Application Form / Supporting Statement / Interview
8. Chartered Member of the British Psychological Society with full membership of the Division of Occupational Psychology.	Desirable	Application Form / Supporting Statement
9. Registration with the Health and Care Professions Council or professional association such as the Association of Business Psychologists	Desirable	Application Form / Supporting Statement
10. A Higher Education teaching qualification, or Advance HE Fellowship (FHEA).	Desirable	Application Form / Supporting Statement

- 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.