### Qualifications and Training

<table>
<thead>
<tr>
<th>CRITERIA</th>
<th>ESSENTIAL (E) or DESIRABLE (D)</th>
<th>TESTED BY (Application Form, Interview, Test, Presentation etc.)</th>
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<tbody>
<tr>
<td>Educated to PhD level or equivalent.</td>
<td>E</td>
<td>Application Form</td>
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### Research Experience

- Significant track record of high-quality outputs in leading journals, press or other outlets as appropriate to the discipline.
- Evidence of ability to compete successfully against peers for resources to support research.
- Successful and sustained track record of generating research income that is notable in terms of size and scope as appropriate to the discipline.
- Previous and ongoing contribution to the REF or equivalent.

### Specific Skills, Experience and Knowledge

- Substantial experience of high-quality teaching at undergraduate and/or postgraduate level in the Department’s disciplinary area.
- Successful track record of supervising postgraduate students, at a level appropriate to the discipline.
- Experience in the development of plans/projects and overseeing their successful implementation.

### Personal and Interpersonal Qualities

- Evidence of having built, and continuing to build, networks and relationships at a national or international level.
- Ability to motivate and encourage staff to deliver high levels of performance.
- Successful development of relationships with external individuals and agencies.
- Experience of effective team working.
- Excellent interpersonal skills, with the proven ability to teach and engage with students using a variety of different methods.
- Excellent communication and presentation skills, with the proven ability to communicate effectively, both verbally and in writing, with students, colleagues and external audiences.