## PERSON SPECIFICATION FORM

**POST TITLE:**  Lecturer/Senior Lecturer/Reader in Composition  
**DEPARTMENT:**  MUSIC  
**POST REFERENCE:**  0318-100

<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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</thead>
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### QUALIFICATIONS AND TRAINING
- Educated to Degree level (or equivalent) in a relevant subject.  
  **ESSENTIAL (E): Application form**
- Educated to Master's degree level (or equivalent) in a relevant subject.  
  **ESSENTIAL (E): Application form**
- Educated to PhD level in Composition  
  **ESSENTIAL (E): Application form**

### RESEARCH EXPERIENCE
- Significant record of high-quality compositions performed by leading performers/ensembles in leading venues, and published by suitable outlets.  
  **ESSENTIAL (E): Application form**
- Proven ability to attract research funding/commissions and to have already fulfilled a significant project.  
  **ESSENTIAL (E): Application form**
- Previous and ongoing contribution to the RAE/REF, or equivalent.  
  **ESSENTIAL (E): Application form**

### SPECIFIC SKILLS, EXPERIENCE AND KNOWLEDGE
- Experience of high-quality teaching at undergraduate level and/or postgraduate level in the department's disciplinary area.  
  **ESSENTIAL (E): Application form/teaching demonstration**
- Successful track record of supervising PhD students, as appropriate to the discipline.  
  **ESSENTIAL (E): Application form/Interview**
- Proven ability to manage own teaching, research and administrative duties.  
  **ESSENTIAL (E): Application form/Interview**
- Experience of managing the work of others, e.g. research teams and visiting teaching staff ensuring student learning and teaching needs are met.  
  **DESIRABLE (D): Application form/Interview**
- Experience of appropriating technology to their compositions.  
  **DESIRABLE (D): Application form/Interview**

### PERSONAL AND INTERPERSONAL QUALITIES
- Successful development of relationships with external individuals and agencies.  
  **ESSENTIAL (E): Application form/Interview**
- Experience of effective teamworking.  
  **ESSENTIAL (E): Application form/Interview**
- Excellent interpersonal skills, with proven ability to teach and engage with students using a variety of different methods.  
  **ESSENTIAL (E): Application form/Interview**
- Excellent communication and presentation skills, with the proven ability to communicate effectively, both verbally and in writing, with students, colleagues and external audiences.  
  **ESSENTIAL (E): Application form/Interview**

### CAPACITY FOR CAREER DEVELOPMENT
- A commitment to continuous personal development.  
  **ESSENTIAL (E): Application form/Interview**

### CIRCUMSTANCES (e.g. unsocial hours etc)
- Availability for occasional Saturday Open Days and evening events  
  **ESSENTIAL (E): Application form/Interview**