



**PERSON SPECIFICATION**

Details on the qualifications, experience, skills, knowledge and abilities that are needed to fulfil this role are set out below.

**Job Title:** Professor of Accounting

**Department:** School of Management

	Essential	Desirable	Tested by (Application form, Interview, Test)
<b>Qualifications and Training</b>			
Doctoral degree in Accounting	x		Application Form
<b>Research Expertise</b>			
Research expertise focused in an area of research that clearly contributes to and advances existing research strengths in the School of Management	x		Application Form/ Interview
Significant track record of taking a lead role in high quality research outputs (in an area of research strength in the School of Management) that have been published in leading peer-reviewed journals and/or other high quality peer-reviewed outlets	x		Application Form/ Interview
Strong international reputation in one of the School of Management's areas of research excellence	x		Application Form/ Interview
Clear and credible plan for continuing and further enhancing leadership in substantive research projects in the medium and long term in one of the School of Management's areas of research excellence	x		Application Form/ Interview
Clear evidence of ability to compete successfully against peers for resources to support research as appropriate to the sub-discipline.	x		Application Form/ Interview
Successful and sustained track record of generating research income at a level appropriate to the sub-discipline.	x		Application Form
Evidence of having built, and continuing to build, strong networks and relationships at a national or international level and using these networks to leverage impact from research	x		Application Form/ Interview
Successful track record of supervising postgraduate student research projects, including an appropriate number of doctoral student completions for the sub-discipline	x		Application Form
<b>Teaching Experience</b>			
Substantial experience of, and excellence in, teaching at undergraduate and postgraduate levels in Accounting	x		Application Form/ Interview
Experience of successfully coordinating and leading teaching and learning activities and substantive curriculum development in Accounting	x		Application Form/ Interview
Excellent interpersonal skills, with the proven ability to teach and engage with students using a variety of different methods.	x		Application Form/ Interview
<b>Specific Skills, Experience and Knowledge</b>			
Clearly demonstrated experience in the development of substantive plans/projects and overseeing their successful implementation.	x		Application Form/ Interview
Ability to mentor, motivate and encourage staff to deliver high levels of performance.	x		Application Form/ Interview
Successful development of relationships with external individuals and agencies at a level appropriate for a professorial appointment	x		Application Form/ Interview
Experience of effective team working	x		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	x		Application Form/ Interview
Track record of participating as an active and good citizen in the academic community and with current employer/department	x		Interview
<b>Capacity for Career Development</b>			
Commitment to continuous professional development	x		Interview