



**PERSON SPECIFICATION**

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

**Job Title: Senior Lecturer (Teaching-Focused)**

**Department: Human Resource Management and Organisation Studies**

|   | Essential | Desirable | Tested by<br>(Application form, Interview, Test) |
|---|-----------|-----------|--|
| <b>Qualifications and Training</b>  |           |           |  |
| Educated to PhD level (or equivalent), completed or near to completion, in a relevant field   | X         |           | Application Form                                 |
| Chartered membership of CIPD  |           | X         | Application Form                                 |
| HE Academy or qualification in teaching, or other evidence of training for teaching at HE level   |           | X         | Application Form                                 |
| <b>Specific Skills, Experience and Knowledge</b>  |           |           |  |
| Experience of high-quality teaching in human resource management, organization studies or organization behaviour at undergraduate and postgraduate levels                                       | X         |           | Application Form/Interview                       |
| Proven ability to manage own teaching, research and administrative duties   | X         |           | Application Form/Interview                       |
| Experience of leading programmes or other experience of co-ordinating with others to ensure student learning and teaching needs and expectations are met  | X         |           | Application Form/Interview                       |
| Successful development of relationships with external individuals and agencies  |           | X         | Application Form/Interview                       |
| <b>Personal and Interpersonal Qualities</b>   |           |           |  |
| Excellent interpersonal skills, with proven ability to lead and engage with students and colleagues using a variety of different methods.   | X         |           | Application Form/Interview/Presentation          |
| Organisational skills to develop projects, deliver management and administrative responsibilities, implement College and School strategies, and support the academic mission of the institution | X         |           | Application Form/Interview/Presentation          |
| Excellent communication and presentation skills, with the proven ability to communicate effectively, both verbally and in writing, with students, colleagues and external audiences.            | X         |           | Presentation/Interview                           |
| <b>Capacity for Career Development</b>  |           |           |  |
| A commitment to continuous personal development.  |           | X         | Interview  |