



ROYAL HOLLOWAY
University of London

PERSON SPECIFICATION FORM

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University of London		
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POST TITLE: Senior Lecturer (TF) in Organization Development and Consultancy		
DEPARTMENT: Human Resource Management and Organisation Studies		
CRITERIA	ESSENTIAL (E) or DESIRABLE (D)	TESTED BY (Application Form, Interview, Test, Presentation etc)
QUALIFICATIONS AND TRAINING		
Educated to PhD level (or equivalent), completed or near to completion, in a relevant field.	D	Application form
Educated at Masters Level plus extensive work experience in organisational development	E	Application Form
Chartered membership of CiPD	D	Application form
HE Academy or qualification in teaching, or other evidence of training for teaching at HE level.	D	Application form
SPECIFIC SKILLS, EXPERIENCE AND KNOWLEDGE		
Experience of high-quality teaching and course design in human resource management and/or organization studies/behaviour/development at undergraduate and postgraduate levels.	E	Application form/Interview
Proven ability to manage own teaching, research and administrative duties.	E	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.	E	Application form/Interview
Successful development of relationships with external individuals and agencies.	E	Application form/Interview

PERSONAL AND INTERPERSONAL QUALITIES		
Excellent interpersonal skills, with proven ability to lead and engage with students and external bodies using a variety of different methods.	E	Application form/Presentation/Interview
Organisational skills to develop projects, deliver management and administrative responsibilities, implement Departmental, School and University strategies, and support the academic mission of the institution	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.	E	Presentation/Interview
CAPACITY FOR CAREER DEVELOPMENT		
A commitment to continuous personal development.	E	Interview