



ROYAL HOLLOWAY
University of London

PERSON SPECIFICATION FORM

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University of London		
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POST TITLE: Lecturer in HRM/Organisation Studies		
DEPARTMENT: Human Resource Management and Organisation Studies		
POST REFERENCE:		
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.	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		
Demonstrable high levels of scholarship and understanding of the current demands and trajectory of your discipline.	E	Application form/Interview/Presentation
Potential to gain external research funding and/or to have research impact or knowledge exchange	E	Application form/Interview
Experience of high-quality teaching in human resource management/organization studies at undergraduate and postgraduate levels both online and face-to-face.	E	Application form/Interview
Proven ability to manage own teaching, research and administrative duties.	E	Application form/Interview
Experience of effective teamworking including 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.	D	Application form/Interview
PERSONAL AND INTERPERSONAL QUALITIES		
Excellent interpersonal skills, with proven ability to lead and engage with students and colleagues 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/Presentation/Interview
Excellent communication and presentation skills, with the proven ability to communicate effectively, both face-to-face and on-line, with students, colleagues and external audiences.	E	Presentation/Interview
CAPACITY FOR CAREER DEVELOPMENT		
A commitment to continuous personal development.	E	Interview