

PERSON SPECIFICATION FORM

POST TITLE: Lecturer		
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
HE Academy or qualification in teaching, or other evidence of training for teaching at HE level.	D	Application form
RESEARCH EXPERIENCE		
Established record of high-quality publications in journals, press and other outlets consistent with REF quality targets.	E	Application form/Interview
Successful track record of attracting grant income and other financing for research.	D	Application form
Demonstrable high quality research potential with a clear future research strategy.	E	Application form/Interview
Strong, demonstrable research record in astronomy, astrophysics or astro-particle physics.	E	Application form/Interview
SPECIFIC SKILLS, EXPERIENCE AND KNOWLEDGE		
Experience in high quality teaching at undergraduate and/or postgraduate level in Astronomy and/or Astrophysics.	E	Application form
Proven ability to manage own teaching, research and administrative duties.	E	Interview
Experience in supervising projects at undergraduate and/or postgraduate level in Astronomy or Astrophysics	D	Interview
Experience of leading programmes or other experience of co-ordinating with others to ensure student learning and teaching needs and expectations are met.	D	Application form
Experience of instrument development and/or detector design.	D	Application form
PERSONAL AND INTERPERSONAL QUALITIES		

Successful development of relationships with external individuals and agencies.	E	Application form
Effective teamworking skills.	E	Interview
Excellent interpersonal skills, with proven ability to lead and engage with students and colleagues using a variety of different methods.	D	Interview
Organisational skills to deliver management and administrative responsibilities implementing College and School strategies, support the academic mission or to develop projects.	D	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	Interview
CAPACITY FOR CAREER DEVELOPMENT		
A commitment to continuous personal development.	E	Interview