PERSON SPECIFICATION

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

**Job Title:** Lecturer  
**Department:** Law and Criminology

<table>
<thead>
<tr>
<th>CRITERIA</th>
<th>ESSENTIAL (E) or DESIRABLE (D)</th>
<th>TESTED BY (Application Form, Interview, Test, Presentation etc)</th>
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</thead>
<tbody>
<tr>
<td><strong>QUALIFICATIONS AND TRAINING</strong></td>
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<tr>
<td>Doctorate in relevant field (or near to completion)</td>
<td>E/D</td>
<td>Application Form</td>
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<tr>
<td>Evidence of high-quality teaching practice and continuous professional development at undergraduate and/or postgraduate level in the department’s disciplinary area.</td>
<td>E</td>
<td>Interview</td>
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<td>Engagement in teaching initiatives and pedagogic research relevant to their discipline or subject.</td>
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<td>Interview</td>
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<td>Demonstrable high levels of scholarship and understanding of the current demands and trajectory of the discipline.</td>
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<td>Application Form/Interview</td>
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<td>Possession of a recognised teaching qualification</td>
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<td>Application Form/Interview</td>
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<tr>
<td><strong>SPECIFIC SKILLS, EXPERIENCE AND KNOWLEDGE</strong></td>
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<tr>
<td>Experience of teaching core criminology and psychology subjects including Introduction to Criminology and Data Analysis for Psychologists</td>
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<td>Application Form/Interview</td>
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<td>Potential to lead an undergraduate programme in Criminology and Psychology</td>
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<td>Knowledge and understanding of enhancing student experience</td>
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<td>Presentation/Interview</td>
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<td>Familiarity with demands of managing own teaching, administrative and other relevant activities.</td>
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<td>Evidence of teamwork and meeting students’ needs in relation to teaching, learning and assessment.</td>
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<td>Successful development of relationships with external individuals and agencies.</td>
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<td>Application Form/Interview</td>
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<td>Experience of planning for and organising initiatives that are based on learning, teaching and assessment.</td>
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<td>Clear scholarship plan and strategy.</td>
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<td>Application Form/Interview</td>
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<tr>
<td>PERSONAL AND INTERPERSONAL QUALITIES</td>
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<td>Excellent interpersonal skills, with the proven ability to teach and engage with students using a variety of different methods.</td>
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<td>Interview</td>
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<td>Excellent communication and presentation skills.</td>
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<td>Presentation/Interview</td>
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<td>Familiarity with aims, objectives and broader activities within the department.</td>
<td>E</td>
<td>Interview</td>
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