### Person Specification Form

**ROYAL HOLLOWAY**  
**University of London**  
**LECTURER IN HRM**  
**PERSON SPECIFICATION FORM**

<table>
<thead>
<tr>
<th>CRITERIA</th>
<th>ESSENTIAL (E) or DESIRABLE (D)</th>
<th>TESTED BY (Application Form, Interview, Test, Presentation etc)</th>
</tr>
</thead>
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#### Qualifications and Training

- Educated to PhD level (or equivalent), completed or near to completion, in a relevant field. **E**  
  - CV/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**  
  - CV

#### Specific Skills, Experience and Knowledge

- Demonstrable high levels of scholarship/research and understanding of the current demands and trajectory of the HRM discipline. **E**  
  - Application form/Interview/Presentation
- Experience of gaining and/or working with external research funding. **D**  
  - Application form/Interview
- Experience of research/scholarship impact through development of relationships with external individuals and agencies **D**  
  - Application form/Interview
- Delivery of high-quality innovative teaching in HRM 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 effective teamworking including co-ordinating with others to ensure student learning and teaching needs and expectations are met. **E**  
  - Application form/Interview
- Experience with CiPD accreditation processes and maintenance of accreditation **D**  
  - CV/Interview

#### Personal and Interpersonal Qualities

- Excellent interpersonal skills, with proven ability to lead and engage with students and colleagues **E**  
  - 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 | 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 |