



Job title: Lecturer

PERSON SPECIFICATION

| CRITERIA | E | D | Method of assessment |
|---|---|---|----------------------|
| Formal Qualifications | | | |
| 1. Appropriate teaching qualification e.g. 7407 stage 2 or Certificate in Education | | ✓ | App |
| 2. Willingness to study for Certificate in Education | ✓ | | Int |
| 3. Job specific qualification at level above that teaching | ✓ | | App |
| Experience | | | |
| 1. Working experience in a relevant field | ✓ | | App/Int |
| 2. Experience as a lecturer, in a relevant field | | ✓ | App/Int |
| 3. Experience of setting and achieving high personal standards in the delivery of teaching | | ✓ | App/Int |
| 4. Experience of setting and achieving high standards in respect of learner retention and achievement | | ✓ | App/Int |
| 5. Can demonstrate innovation and success in relation to teaching and learning | | ✓ | App/Int |
| 6. Experience of course leadership | | ✓ | App/Int |
| Knowledge, Skills and Behaviours | | | |
| 1. An understanding of issues relating to teaching and learning in education | | ✓ | App/Int |
| 2. An understanding of Life Long Learning (UK) standards in teaching and learning | | ✓ | App/Int |
| 3. A knowledge of self assessment and review and evaluation in relation to HE | | ✓ | App/Int |
| 4. Demonstrate communication and interpersonal skills to converse with wide range of staff, learners, customers and external agencies | ✓ | | Int |
| 6. Demonstrate leadership and motivational skills | ✓ | | Int |
| 7. Demonstrate an ability to undertake administrative tasks for the role | ✓ | | App/Int |
| Personal Qualities | | | |
| 1. Commitment to education and the value of learning | ✓ | | Int/Ref |
| 2. Self Motivated | ✓ | | Int/Ref |
| 3. High personal standards | ✓ | | Int/Ref |
| 4. Resolve, flexible and determination | ✓ | | Int/Ref |
| 5. Ability to identify own development needs | ✓ | | Int/Ref |
| 6. Evidence of on-going professional development related to teaching and learning and the use of ILT | ✓ | | Int |
| 7. Awareness of how inclusivity and equal opportunities relates to the teaching role. | ✓ | | Int |

E = Essential
D = Desirable

App = Application
Te = Test
Ref = Reference

Int = Interview
Pr = Presentation