 

**PERSON SPECIFICATION**

**Lecturer and Senior Lecturer (Assistant and Associate Professor) positions in Accounting**

**Vacancy Ref:**

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| **Criteria** | **Essential/ Desirable** | **\*Application Form/ Interview** |
| Potential to significantly advance a field of research, become and international leader and for the research to have significant impact | Essential | Application form / Interview |
| The ability to establish research objectives consistent with the strategic priorities of Lancaster University | Essential | Application form / Interview |
| A record of high quality research outputs. For candidates seeking a Senior Lectureship (Associate Professor) position, a record of publications in top accounting journals (e.g., *The Accounting Review, Journal of Accounting and Economics*, and *The Journal of Accounting Research*) and a well-developed pipeline of advanced stage working papers is essential | Essential | Application form / Interview |
| A record of securing research funding and/or the potential to secure high value research grants and contracts | Essential | Application form / Interview |
| Excellent interpersonal and communication skills, including the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences | Essential | Interview |
| The ability to work collaboratively within an academic team environment and the potential for effective leadership in research and academia | Essential | Interview |
| A PhD (or equivalent) in Accounting or a relevant discipline | Essential | Application form / Interview |
| Track-record of excellent performance in past related teaching (official teaching evaluations/teaching awards) | Essential | Application form / Interview |

* **Application Form** – assessed against the application form, curriculum vitae and letters of support. Applicants will not be asked to make a specific supporting statement. Normally used to evaluate factual evidence (e.g., award of a PhD). Will be “scored” as part of the shortlisting process.
* **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.