

**PERSON SPECIFICATION**

**Assistant Professor (Lecturer or Teaching Fellow) in Accounting**

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| **Criteria** | **Essential/ Desirable** | **\* Application Form/ Supporting Statements/ Interview** |
| A PhD or equivalent in Accounting, Management or a related discipline (Lecturer and Teaching Fellow) | Essential | Application Form |
| A pipeline of research papers suitable for targeting high-quality journals or a record of high-quality research outputs (Lecturer). | Essential | Application Form/Supporting Statements/Interview |
| A willingness to engage with an agenda of external research income generation (Lecturer). | Desirable | Supporting Statements/ Interview |
| The ability to teach introductory, intermediate and advanced material in relevant areas of Accounting at undergraduate and postgraduate level to a high standard (Lecturer and Teaching Fellow). | Essential | Application Form/Supporting Statements/Interview |
| The ability to undertake appropriate administrative responsibilities to a high standard (Lecturer and Teaching Fellow). | Essential | Application Form/Supporting Statements/Interview |
| The ability to work effectively with a diverse group of colleagues and students in a multilingual setting (Lecturer and Teaching Fellow). | Essential | Supporting Statements/ Interview |
| The ability to contribute to the strategic development of teaching in the broad area of Accounting (Lecturer and Teaching Fellow). | Desirable | Supporting Statements/ Interview |

* **Application Form** – assessed against the application form, curriculum vitae and letter 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.
* **Supporting Statements** - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
* **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.