**Person Spécification – Lecturer – Computer Science and Cyber Security**

 **INFORMATION FOR APPLICANTS:** Below are the skills, knowledge, and competencies we need for this role, categorised as either essential or desirable. The final column shows where the hiring team will look for your examples to demonstrate that you are a suitable fit for this position. Further advice and guidance can be found here: <https://www.lancaster.ac.uk/jobs/how-to-apply/>

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| **Criteria** | **Essential/ Desirable** | How it will be assessed |
| PhD in Computing or relevant discipline and/or other relevant qualifications and experience  | Essential | Application Form and uploaded CV and covering letter, Interview |
| What is your current H-index score, and can you please provide your ORCID and/or Scopus ID to support your application? | Essential |  Supporting Statements |
| Excellent record of scholarly learning and teaching in UG and/or PG programs, including innovative curriculum design and delivery  | Essential | Application Form and uploaded CV and covering letter, Interview |
| Emerging reputation in research and scholarship through publications and/or exhibitions and/or success in obtaining external research funding  | Essential | Application Form and uploaded CV and covering letter, Interview |
| Capacity to contribute to leadership of teaching, research and/or administration  | Essential | Application Form and uploaded CV and covering letter, Interview |
| Excellent interpersonal skills and a proven ability to establish good working relationships with colleagues  | Essential | Application Form and uploaded CV and covering letter, Interview |
| Demonstrated commitment to fostering relationships with research, community, industry, government and professional partners and with other higher educational institutions | Essential | Application Form and uploaded CV and covering letter, Interview |
| Why would you like to work with Deakin Lancaster Indonesia, and how do your teaching and research experiences align with our goal of providing innovative, high-quality education to students in Indonesia? | Essential |  Supporting Statements, Interview |
| Please outline your primary areas of research, including any interdisciplinary work, and describe your key research achievements to date. Where applicable, highlight how your research has had academic, industry or societal impact. | Essential | Supporting Statements, Interview |
| Please describe with examples how you have applied innovative, student-centred teaching methods – such as flipped classrooms, blended learning, or inquiry-based approaches – to engage undergraduate learners. How have these methods improved student experience or outcomes in your teaching practice? | Essential | Supporting Statements, Interview, Presentation |

**# Essential** - if you do not effectively demonstrate you have this skill, knowledge, or competency we will not be able to shortlist you. Please give detailed answers to provide us with examples.

1. **Application Form and uploaded CV and covering letter** – assessed against the first page of the Application Form and your uploaded curriculum vitae (CV, resume) and letter of support. Normally this section is used to evaluate factual elements such as an award of a qualification. This element will be scored as part of the shortlisting process.
2. **Supporting Statements** – you will be asked to provide a statement in the online portal to demonstrate how you meet the criteria. Please give detailed answers to show you have the skills, knowledge or competency. The response will be scored as part of the shortlisting process to help us determine which candidates to invite to interview. Examples of how to structure your answer is available: <https://www.lancaster.ac.uk/jobs/how-to-apply/>
3. **Interview** – you will be asked about this topic if you are invited to an interview. We may ask questions using examples from your current work history or ask you to think about how you’d respond to an example work-related situation.
4. **Test -** We might ask you to undertake a skills test, but you will be given some notice if this is the case.