

PERSON SPECIFICATION

Vacancy Ref: A2021

| Criterion  | Essential/<br>Desirable | Assessed by                    |
|--|-------------------------|--------------------------------|
| A <b>PhD</b> in Computer Science, Software Engineering, or a closely-related subject.  | Essential               | Application Form               |
| A <b>high degree of motivation</b> within the discipline and a strong desire to play a central leadership role in a thriving research culture.   | Essential               | Interview                      |
| An outstanding <b>international reputation</b> and evidence of active leadership within the software engineering research community internationally at the highest level, as evidenced by (for example) high-level engagement with research funding bodies, international journal editorships, and chairing of international conference organising and programme committees. | Essential               | Application Form               |
| Works in an area of software engineering that <b>meshes well</b> with the School's empirical ethos and existing activities (whether strengthening or complementing).   | Essential               | Application Form/<br>Interview |
| A track record of <b>publication and impact</b> commensurate with a chair-level appointment in the field.  | Essential               | Application Form               |
| A sustained track record of <b>attracting substantial external support</b> for research, evidenced by research collaborations and substantial grants from research councils, industry and other sources. For example, a candidate from UK academia would be expected to have been PI in at least 2 EPSRC projects.   | Essential               | Application Form               |
| A track record of <b>high-level group leadership</b> to add value to our existing research activity, as evidenced by the ability to form and manage a substantial team of researchers on a sustained basis and to supervise PhD students; and have a clear plan for future development.  | Essential               | Application Form/<br>Interview |
| Strong <b>industrial links</b> with an ability to build large collaborative projects.  | Essential               | Application Form/<br>Interview |
| A track record of successful <b>PhD supervision</b> and mentoring others in research and teaching.   | Essential               | Application Form/<br>Interview |
| Experience of <b>collaborative project leadership</b> in the context of initiating and leading large collaborative international research projects.  | Desirable               | Application Form/<br>Interview |
| <b>Extensive experience of teaching</b> in higher education (both undergraduate and postgraduate) including module design, curriculum development and quality assurance  | Essential               | Application<br>Form/Interview  |

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| coupled with an ability to educate and inspire students.  |           |           |
| Experience of <b>working co-operatively and flexibly with colleagues</b> including undertaking appropriate administrative responsibilities. | Essential | Interview |
| Ability to <b>communicate effectively</b> .   | Essential | Interview |

- **Application Form** – assessed against the application form and curriculum vitae. Evidence will be “scored” as part of the shortlisting process.
- **Interview** – assessed during the interview process by competency based interview questions.