



# Lancaster University College at Beijing Jiaotong University

**PERSON SPECIFICATION**  
**Lecturer in Management**  
**Vacancy Ref: BJTU14**

<b>Criteria</b>	<b>Essential/ Desirable</b>	<b>* Application Form/ Supporting Statements/ Interview</b>
Ph.D /D. Phil in the social sciences (submitted or completed)	Essential	Supporting Statements
University lecturing/teaching experience. A capacity and willingness to teach effectively at undergraduate and masters levels in the area of Management and Organisational Studies, and Marketing, and to contribute more generally to other courses in the departments and Management School.	Essential	Application Form/Supporting Statements/Interview
Ability to spend at minimum two periods of ten weeks each year at Lancaster University College at Beijing-Jiaotong University	Essential	Application Form/Supporting Statements/Interview
Evidence of ability to develop internationally recognised research and publication in areas relevant to the departments' research foci.	Essential	Application Form/Supporting Statements /Interview
Publication(s) in areas relevant to the departments' research foci.	Essential	Supporting Statements
The capacity and willingness to seek funding for empirical research from research councils, the EU and other funding bodies	Essential	Supporting Statements/Interview
A capacity for taking on administrative and management responsibilities, tasks and roles.	Essential	Supporting Statements/Interview
A range of excellent communication and interpersonal skills	Essential	Supporting Statements/Interview
A high level of collegiality and evidence of participative activity	Essential	Supporting Statements/Interview
An ability to identify relevant connections to the departments' research and teaching foci	Essential	Application Form/Supporting Statements /Interview
Ability to develop new lines of thinking and research and to raise the external profile of the department	Essential	Supporting Statements/Interview

Ability to contribute to cross-disciplinary activities and developments within the Management School and university	Desirable	Supporting Statements /Interview
An understanding of the challenges associated with international teaching and an ability to overcome these challenges	Essential	Supporting Statements/Interview
Ability to contribute to the strategic development of teaching in the area of Management and Organisational Studies and Marketing	Desirable	Supporting Statements/Interview

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- **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence eg award of a qualification. 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.