

**PERSON SPECIFICATION**

**Junior Academic in Accounting or Finance**

**Vacancy ref: N2899**

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview
Undergraduate degree (upper second class or better) in accounting, finance, economics, or business	Essential	Application form
Masters degree at distinction level in accounting, finance or economics (taught in English)	Essential	Application form
Commitment to study for PhD in accounting and finance	Essential	Interview
Commitment to pursue an academic research-focused career	Essential	Supporting Statements/ Interview
Excellent communication and inter-personal skills	Essential	Supporting Statements / Interview
Show potential for conducting academic research that can significantly contribute to the development of the accounting discipline	Essential	Supporting Statements/ Interview
Research interests that relate to and / or complement those of existing staff	Desirable	Application form / Interview
Future teaching interests fit with Departmental teaching needs	Desirable	Application form / 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 eg 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.