

**PERSON SPECIFICATION**

**Lecturer (Assistant Professor) in Accounting**

**Vacancy Ref:**

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| **Criteria** | **Essential/ Desirable** | **\*Application Form/ Interview** |
| The potential to significantly advance a field of research, develop as an international research leader, produce work that has significant impact beyond academia | Essential | Application form / Interview |
| The ability to teach introductory, intermediate and complex material in accounting to a high standard as evidenced by positive student outcomes | Essential | Application form / Interview |
| A record of high quality research outputs or a pipeline of research targeted a high quality journals | Essential | Application form / Interview |
| The ability to establish research objectives consistent with the strategic priorities of Lancaster University | Essential | Application form / Interview |
| The ability to contribute positively to student-focused duties in a way that promotes Lancaster University’s strategic priorities | Essential | Application form / Interview |
| A willingness to engage with an agenda of external research income generation | Essential | Application form / Interview |
| Excellent interpersonal and communication skills, including the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences | Essential | Interview |
| The ability to work collaboratively within an academic team environment  | Essential | Interview |
| Strong alignment (or opportunities to exploit synergies) with the Department’s existing research and teaching strengths | Desirable | Application form / Interview |
| A PhD (or equivalent) in Accounting or a relevant discipline | Desirable | Application form / Interview |

* **Application Form** – assessed against the application form, curriculum vitae, research paper(s) and letters 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.
* **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.