

**PERSON SPECIFICATION**

**Vacancy Ref:**

**The successful candidate will show evidence of the following:**

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| **Criteria** | **Grade 7: Essential or Desirable** | **\* Application Form/ Supporting Statements/ Interview** |
| 1. A PhD in a relevant research area | Essential | Application Form/Supporting Statement/Interview |
| 2. A strong track record of publications (appropriate to applicant’s career stage) | Essential | Application Form/ Supporting Statement/  Interview |
| 3. A coherent five-year plan of personal research activity that will produce high-quality outputs suitable for return to a future REF-type exercise | Essential | Supporting Statement / Interview |
| 4. Public engagement and professional networking activity in support of research (appropriate to applicant’s career stage) | Essential | Application Form/ Supporting Statement/ Interview |
| 5. Willingness and ability to pursue opportunities for external funding, as appropriate | Essential | Application Form/ Supporting Statement/ Interview |
| 6. Experience of teaching English Literature in Higher Education, including engagement with quality assurance and assessment processes | Essential | Application Form/ Supporting Statement/ Interview |
| 7. Capacity to undertake PhD and MA research supervision | Desirable | Application Form/ Supporting Statement/ Interview |
| 8. The ability to relate to, motivate and teach students and to successfully perform pastoral and mentoring functions | Essential | Supporting statement/ Interview |
| 9. Experience and expertise in managing electronic learning environments | Desirable | Application Form/Supporting statement/ Interview |
| 10. Experience of working co-operatively and flexibly with colleagues, including undertaking appropriate leadership and administrative responsibilities | Desirable | Application Form/Supporting statement/ Interview |
| 11. An appropriate rationale for and interest in applying for this post | Essential | Application Form/Supporting Statement/ Interview |

* **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 e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
* **Supporting Statements** – applicants are asked to provide a statement as part of their application 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.