

**PERSON SPECIFICATION**

Lecturer in Management and Organisation Studies

**Department of Organisation, Work and Technology**

**Vacancy Ref:** \*\*\*\*

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| **Criteria** | **Essential/ Desirable** | **\* Application Form/ Supporting Statements/ Interview**  |
| Ph.D /D. Phil in the social sciences | Essential | Application Form |
| A growing research reputation in an area that complements or expands on existing departmental strengths, evidenced by a track record of high quality publications in journals of international standing.  | Essential | Application Form/Interview |
| Evidence of research in areas relevant to the department’s research foci. | Essential | Application Form/Interview |
| Experience of developing research funding bids from external sources and managing the resulting work.  | Desirable  | Application Form/Interview |
| Proven record of high quality teaching in Higher Education (both undergraduate and postgraduate) including experience of module design, curriculum development and quality assurance, and PhD supervision  | Desirable | Application Form/Interview |
| Ability to contribute to cross-disciplinary teaching, including executive education, within the Management School, which may involve teaching at Lancaster’s overseas campuses/partners | Essential | Application Form/Interview |
| The ability and willingness to take an effective leadership role to develop research and teaching capacity, and to lead in terms of administrative duties relevant to the effective running of the Department.  | Essential | Application Form /Interview |
| A high level of collegiality and evidence of participative activity | Essential | Application Form /Interview |
| A rationale for applying for this particular post and a clear vision of personal development from the appointment. | Desirable | Application Form /Interview |
| A clear vision for the development of an engagement portfolio with industry, health services, government and / or third sector organisations.  | Desirable | Application Form /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 eg award of a qualification. Will be “scored” as part of the shortlisting process.
* **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.