

**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 teaching portfolio in areas that complements or expands on existing departmental strengths, evidenced by a track record of high quality teaching outcomes. | Essential | Application Form/Interview |
| Some evidence of potential teaching capacity in areas relevant to the department’s current teaching portfolio. | Essential | 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. | 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 teaching capacity, and to lead in terms of administrative duties relevant to the effective running of the Department. | Essential | Application Form /Interview |
| Evidence of teaching/pedagogical scholarship that can be developed into a programme with relevant outputs such as education-focussed journal articles | 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 degree accreditation bodies, 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.