**PERSON SPECIFICATION**

**Lecturer in Education and Social Justice**

**Vacancy Ref: xxxx**

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| **Criteria** | **Grade 8** | **Grade 7** | **Tested By\*** |
| A PhD in a relevant specialist area related to Education and Social Justice (ESJ). **(Grade 7 post only – award within 12 months.)** Please give details of your PhD stating awarding institution, date of award, discipline and specialism. | Essential | Essential | Application/ Interview |
| A good publications record that demonstrates original and innovative research, commensurate with the candidate’s level of professional development. Please list your publications over the last 5 years. | Essential | Essential | Application/ Supporting Statement/ Interview |
| Successful experience of teaching and supervising postgraduate students in higher education, including in online settings. Please state your teaching and supervisory experience. | Essential | Essential | Application/ Supporting Statement/ Interview |
| Successful supervision of doctoral students to completion. | Essential | Desirable | Application/ Supporting Statement/ Interview |
| Competence in a range of research methodologies and ability to support research students to use these in their project work.  | Essential | Essential | Application/ Supporting Statement/ Interview |
| Experience of module design, curriculum development and quality assurance using pedagogical research to develop the learning experience at postgraduate level. | Essential | Desirable | Application/ Supporting Statement/ Interview |
| The ability to relate to, motivate and teach students from a range of professional backgrounds and to successfully perform pastoral functions. | Essential | Essential | Application/ Supporting Statement/ Interview |
| A well-developed research profile and ability to secure external research funding. **(Grade 7 post – potential to develop in this respect.)** Please give details, including value, of any successful awards over the last 5 years. | Essential | Essential | Application/ Supporting Statement/ Interview |
| Expertise in the relations between ESJ and race and/or school-based education  | Desirable | Desirable | Application/Interview |
| A high-level of written and oral communication skills including the ability to present information in an accurate and appropriate format and convey an appropriate rationale and interest in applying for this particular post. | Essential | Essential | Application/ Supporting Statement/ Interview |
| Willingness and ability to work co-operatively and flexibly with colleagues, in accordance with the Department’s commitment to Equality, Diversity and Inclusion, to participate in general administration of the Department and take on departmental leadership and administrative roles commensurate with the candidate’s level of professional development. | Essential | Essential | Application/ Supporting Statement/ Interview |

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* **Application Form** – assessed against the application form and curriculum vitae. Evidence will be “scored” as part of the shortlisting process.
* **Supporting Statement** – assessed against additional information provided by the candidate. Evidence will be “scored” as part of the shortlisting process.
* **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.