

**PERSON SPECIFICATION**

**Vacancy Ref:**

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| **Criteria** | **Grade 7: Essential or Desirable** | **\* Application Form/ Supporting Statements/ Interview** |
| 1. A PhD in a relevant research area | Desirable | Application Form/Supporting Statement/Interview |
| 2. A strong track record of publications, performances or broadcasts in Creative Writing (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. A coherent plan for external funding, as appropriate. Please note any (successful) funding applications to date. | Essential | Application Form/ Supporting Statement/ Interview |
| 6. Evidence of effective teaching of Creative Writing in Higher Education, specifically in the areas of distance learning, script writing, and poetry, including engagement with assessment processes and administrative responsibilities | Essential | Application Form/ Supporting Statement/ Interview |
| 7. Good communications skills and the ability to relate to, motivate and teach students and to successfully perform pastoral and mentoring functions, including Academic Advising where needed. | Essential | Application Form/ Supporting Statement/ Interview |
| 8. Ability to undertake postgraduate research supervision | Desirable | Application Form/ Supporting Statement/ Interview |
| 9. 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.