**PERSON SPECIFICATION**

**Professor in Criminology/Criminal Justice (Teaching & Research)**

**Vacancy Ref:**

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| **Criteria** | **Essential/ Desirable** | **\* Application Form/ Supporting Statements/ Interview** |
| A PhD in Criminology, Criminal Justice or Crime-related fields (widely defined). Please give details of your PhD stating awarding institution, date of award, discipline/specialism. | Essential | Application Form |
| A distinguished, substantial, international research reputation in Criminology, Criminal Justice or a Crime-related discipline as attested by volume and quality of publications in top (4\*) and high-quality international journals, citations, a track record of managing research projects, engagement with international research networks, and other strong evidence of esteem indicators (such as editorships of journals, editorial review boards, invitations to address international or national conferences). | Essential | Application Form/Interview/Supporting Statement |
| Significant experience of and an established reputation in securing research and/or engagement funding, leadership of such projects, and evidence of impact of the activity within and beyond academia. Please give details, including value, of your successful awards over the last 5 years in your CV. | Essential | Application Form/Interview |
| Ability to develop a high-profile personal research and/or engagement agenda in Criminology, Criminal Justice or Law (widely framed), in line with Research Excellence Framework (REF) or Knowledge Excellence Framework (KEF) criteria, leading to outputs/publications in key international peer-reviewed academic journals and other appropriate forms of research/engagement output and impact. | Essential | Supporting Statement/Interview |
| An established reputation in leading engagement with external agencies (e.g. clients/government/policy-makers) and the steering of activities that lead to financial, reputational or other significant benefit to teaching, the student experience or professional practice in relevant disciplines. | Essential | Application Form/Interview/Supporting Statement |
| Significant experience of mentoring and supporting colleagues to influence teaching quality, support of learning, research achievement, practice in relevant fields, realisation of impact and reach of engagement. | Essential | Supporting Statement/Interview |
| Effective and sensitive leadership skills, with management and administration capability and a willingness to undertake a significant leadership role within the School such as External Income Generation Lead. | Essential | Supporting Statement/Interview |
| The ability to make a significant strategic contribution to the  research and teaching agenda of Lancaster Law School, including the ability to provide leadership to attract research  students and post-doctoral fellows to Lancaster Law School. | Essential | Supporting Statement/Interview |
| Successful experience of leading module, curricula and programme development in relevant field, and in delivering a high quality student experience in Criminology/Criminal Justice/Law. | Essential | Supporting Statement/ Interview |
| Experience of supervising and examining doctoral theses. | Essential | Supporting Statement/Interview |
| A recognised teaching qualification or equivalent, or a commitment to completing one if appointed | Essential | Supporting Statement/Interview |
| Excellent communication skills. In particular, the ability to communicate clearly to a diverse range of groups. | Essential | Interview/Presentation |

* **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.