

**PERSON SPECIFICATION**

**Vacancy Ref:**

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| **Criteria** | **Essential/ Desirable – Grade 7** | **Essential/ Desirable – Grade 8** | **\* Application Form/ Supporting Statements/ Interview**  |
| Possess a PhD or equivalent in a relevant research area. Please give details of your PhD stating awarding institution, date of award, discipline/specialism. | Essential | Essential | Application Form  |
| Please write a statement in support of your application, including your rationale for working at Lancaster University, how your research fits with department strengths and any further information you feel relevant. This will act as your letter of support/covering letter. | Essential | Essential | Supporting Statement |
| Demonstrate a track record of high-quality publications relative to career history. | Essential | Essential | Application Form / Supporting Statement / Interview |
| Demonstrate a coherent five-year plan of research activity that will produce high-quality outputs suitable for return to a future REF-type exercise.  | Essential | Essential | Supporting Statement / Interview |
| Demonstrate successful experience of teaching undergraduate courses. | Essential | Essential | Application Form / Supporting Statement / Interview |
| Demonstrate experience of effective module design (undergraduate and/or postgraduate). | Desirable | Essential | Application Form / Supporting Statement / Interview |
| Demonstrate a coherent plan for developing new modules at undergraduate and/or postgraduate levels that will attract students and ensure high standards of learning and teaching.  | Essential | Essential | Supporting Statement / Interview |
| Demonstrate a good understanding of the current UK research funding environment.  | Essential | Essential | Supporting Statement / Interview |
| Demonstrate success in attracting external research funding, and/or having received positive feedback, on an application for external research funding.  | Desirable | Essential | Application Form / Supporting Statement / Interview |
| Demonstrate an awareness of the potential to develop collaborative research projects with relevant scholars from History and/or other disciplines, departments and centres. | Desirable | Desirable | Supporting Statement / Interview |
| Demonstrate the ability to develop successful impact and/or engagement projects with external partners.  | Desirable | Desirable | Supporting Statement / Interview |
| Demonstrate excellent communication skills and an ability to work co-operatively and flexibly with colleagues including undertaking appropriate administrative responsibilities. | Essential | Essential | Supporting Statement / Interview |

* **Application Form** – assessed against the application form and curriculum vitae. 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 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 competency-based interview questions, tests, presentation etc.