



## Person Specification

Job title: Principal Lecturer in Early Years

	Essential (E)/ Desirable (D)	How assessed Application (A) Interview (I)
<b>Education, professional training, and qualifications</b>		
A relevant higher degree (Masters)	E	A
Working towards or holds a Doctoral level qualification	D	A
Broad knowledge and deep expertise in their areas of scholarship	E	A/I
HE teaching qualification i.e.: cert.Ed or PGCE	E	A
Senior/Principal Fellow of Advance HE	D	A
Willingness to engage further training relevant to the role	E	A/I
<b>Experience and specialist knowledge</b>		
At least 10 years' experience of teaching at HE level	E	A/I
At least 5 years' experience of providing leadership to teaching and/or research teams	E	I
At least 3 years' experience of contributing to broader organisational and management processes	E	I
Extensive teaching experience, including designing new programmes, units and course materials	E	I
A secure understanding of the requirements of the UK Regulatory Framework for Higher Education and evidence of this within practice	E	A
Virtual Learning Environment (VLE) experience	E	I
Experience working with babies, young children and families	E	A/I
Significant and sustained success at publications, in high reputation academic journals or in books, and disseminating research findings through conference papers	E	A/I
At least 5 years' experience of designing and implementing teaching and/or research programmes	E	A/I
Experience of leading groups and contributing to the development of fellow academics, whether in teaching or research or both	E	A/I
At least 3 years' experience of acting as an External Examiner/Consultant or engagement with QA processes externally to Norland	E	A/I
Experience of acting as a personal tutor	D	I
Experience of teaching health related topics	D	A/I
Experience of working with Lecture Capture system for delivering sessions	D	A/I
<b>Skills and abilities</b>		
Excellent written and oral communication skills	E	A/I
Computer confident with good IT skills using Microsoft Office	E	I
High level of attention to detail	E	A
Excellent interpersonal skills, able to build rapport when meeting new people	E	I
Highly effective organisational and time management skills	E	A/I



Ability to assess and evaluate concepts/ theories in order to develop new and original solutions	E	A/I
Proactive team player	E	I
Evidence of being able to work successfully with colleagues and students, including the ability to coordinate the work of other staff and supervise the work of students	E	I
Able to work in and adapt to a fast-paced environment	E	A
Able to problem solve and develop solutions	E	I
Ability to use a range of blended learning techniques including the interactive whiteboard, PowerPoint, VLE, etc	E	I
Experience of and the ability to manage change positively	E	I
<b>Personal qualities</b>		
Ability to manage change positively	E	I
Discreet and can maintain confidentiality	E	I
Can act on own initiative within specified boundaries	E	A
Proactive in pursuit of work to its completion	E	I
Flexible in approach to work	E	I
Evidence of success in stimulating and encouraging the commitment to learn in others	E	I
Cares and demonstrates a commitment to the success of learners within a safe and positive learning environment	E	I
Demonstrates a commitment to supporting a customer focussed and student-centred learning experience	E	I
Possess well-developed interpersonal skills and can communicate effectively and appropriately with people from a wide range of backgrounds with a caring and professional manner	E	I
Demonstrable commitment to equality of opportunity and the ability to challenge behaviours which do not positively advance the diversity agenda	E	I
Demonstrable experience of representing the values of an organisation in daily life	E	A/I
Demonstrates a positive attitude, professionalism, passion and energy	E	I
Motivated and committed to continuous improvement for self and colleagues	E	A/I
Demonstrates willingness to immerse into the life and culture of Norland	E	I
Willingness to become part of the Norland community by engaging and participating in college-wide activities and being a positive role model to others	E	I
Demonstrable experience of upholding the values of Norland and the Norland Code of Professional Responsibilities	D	A/I
<b>Unusual post requirements</b>		
Occasional Saturday working to cover college Open Days and other Norland events	E	I