

## PERSON SPECIFICATION

### Guidelines for applicants:

Each point of this person specification will be assessed throughout the recruitment process. It has been indicated beside each point whether the criteria will be assessed through the application form or at interview.

| POST OF:<br>Lecturer           | ESSENTIAL                                                                                                                                                                                                                                    | DESIRABLE                                        | EVIDENCE                                                     |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|--------------------------------------------------------------|
| <b>EDUCATIONAL ATTAINMENTS</b> | <p>Level being taught will range from SCQF level 4 to HNC/D.</p> <p>Candidates must have a SCQF Level 9 qualification in Engineering or hold the highest-level qualification in the relevant discipline to the subject area being taught</p> | TQFE or other recognised teaching qualification. | <p>Application form</p> <p>Interview</p> <p>Certificates</p> |
| <b>WORK EXPERIENCE</b>         | <p>Extensive relevant industrial experience.</p> <p>Experience in Fabrication, machining and Welding</p> <p>Experience in Engineering Systems</p>                                                                                            | Teaching, lecturing or training experience       | <p>Application form</p> <p>Interview</p>                     |
| <b>GENERAL ABILITIES</b>       | <p>Committed team player</p> <p>Presentation skills</p>                                                                                                                                                                                      |                                                  | <p>Application form</p> <p>Interview</p>                     |

|                                           |                                                                                                                                                                |                                                            |                               |
|-------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------|
|                                           | <p>Excellent communication skills both written and verbal</p> <p>ICT skills</p> <p>Commitment to continuous professional development and lifelong learning</p> |                                                            |                               |
| <b>SPECIFIC APTITUDES</b>                 | Commitment to continuous Professional Development                                                                                                              |                                                            | Application form<br>Interview |
| <b>MOTIVATIONAL &amp; PERSONAL TRAITS</b> | <p>Reliable</p> <p>Enthusiastic</p> <p>Positive attitude</p> <p>Flexible</p> <p>Dynamic</p>                                                                    |                                                            | Interview                     |
| <b>CIRCUMSTANCES</b>                      |                                                                                                                                                                | Knowledge and understanding of the issues prevalent in FE. | Application form<br>Interview |
| <b>SPECIAL CONDITIONS</b>                 | Evening working may be required                                                                                                                                |                                                            | Interview                     |