

Person Specification- Senior Lecturer in Early Years

	Essential (E)/ Desirable (D)	How assessed Application (A) Interview (I)
Education, professional training, and qualifications		
BA in Early Years or a related subject (or equivalent).	E	A
A relevant higher degree (Masters).	E	A
Broad knowledge and substantial expertise in the field of early childhood education and care.	E	I
Teaching Qualification i.e.: Cert.Ed. or PGCE.	D	A
Fellow of the Higher Education Academy.	D	A
Willingness to engage in further training relevant to the role.	E	I
Experience and specialist knowledge		
Published in credible, peer reviewed journals, relevant books and magazines and actively engaging in external networks and conferences OR be actively writing and submitting for publication in industry or academic books, journals and magazines.	E	A/I
Proven and significant experience of teaching at HE level, especially with Early Years students.	E	I
Experience of supporting students in their studies.	E	I
Experience of designing, developing and delivering modules and learning resources in face-to-face and online learning environments.		I
Virtual Learning Environment (VLE) experience.	E	I
Experience working with babies, young children and families.	E	A/I
A secure understanding of the requirements of the UK Regulatory Framework for Higher Education and evidence of this within practice.	E	A
A willingness to/ emerging evidence of, writing for publication and at disseminating research findings through seminar papers and presentations.	E	I
Experience of successfully self-managing own contribution to teaching, research and administration (and to collective research if relevant).	E	I
Experience of/ willingness to take on the role of external examiner to teaching programmes in other higher education institutions or can demonstrate relevant advisory roles.	E	A/I
Experience of acting as a personal tutor.	D	I
Experience of teaching health related topics.	D	I
Experience of working with Lecture Capture system for delivering sessions.	D	I
Skills and abilities		

Experience of managing assessments, completing module reviews, supervising dissertations and acting as a personal tutor.	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
Ability to assess and evaluate concepts/ theories in order to develop new and original solutions.	E	I
Ability to effectively utilise and critically evaluate a range of digital pedagogies and educational technologies to support inclusive, accessible and engaging learning in face-to-face and online environments.	E	I
Excellent written and oral communication skills.	E	I
Computer confident with good IT skills using Microsoft Office.	E	I
High level of attention to detail.	E	I
Excellent interpersonal skills, able to build rapport when meeting new people.	E	I
Highly effective organisational and time management skills.	E	I
Proactive team player.	E	I
Ability to work collaboratively across boundaries in partnership with colleagues.	E	I
Ability to work in and adapt to a fast-paced environment.	E	I
Ability to problem solve and develop solutions.	E	I
Personal qualities		
Evidence of a sustained commitment to the enhancement of the student experience, including demonstrating excellent practice in relation to teaching and assessment.	E	I
Ability to demonstrate a history of actively seeking additional responsibilities and of contributing effectively to the organisation and development of the curriculum and department.	E	I
Discreet and can maintain confidentiality.	E	I
Can act on own initiative within specified boundaries.	E	I
Proactive in pursuit of work to its completion.	E	I
Flexible in approach to work.	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 inclusive practice and diversity agendas.	E	I
Demonstrable experience of representing the values of an organisation in daily life.	E	I
Demonstrable experience of upholding the values of Norland and the Norland Code of Professional Responsibilities.	E	I

Demonstrates a positive attitude, professionalism, passion and energy.	E	I
Demonstrates willingness to immerse into the life and culture of Norland.	E	I
Motivated and committed to continuous improvement for self and colleagues.	E	I
Willingness to become part of the Norland community by engaging and participating in Norland-wide activities and being a positive role model to others.	E	I
Unusual post requirements		
Occasional Saturday working to cover Norland Open Days and other events	E	I