Person Specification

This form lists the essential and desirable requirements needed in order to do the job.

Applicants will be shortlisted **solely** on the extent to which they meet these requirements.

Job title: Pro-Director (Faculty Development)

Department/Division: Directorate　　　　　　**Accountable to:** Director, LSE

Competency	Criteria	E/D
Knowledge and Experience	Be able to demonstrate familiarity with, and openness towards, multiple and diverse disciplinary and methodical approaches to social science research.	E
	Be an established Professor with a PhD in a social science discipline.	E
	Have a strong research background, commanding respect in a research-intensive institution community, on issues relating to academic quality and faculty development.	E
	Have an outstanding international reputation in their academic field.	E
Communication	Have the ability to chair committees effectively.	E
	Excellent written and oral communication skills.	E
Teamwork and Motivation	Have managerial experience of institutional affairs, possibly as a Head of Department/Faculty, as a member of an influential School committee (e.g. Promotions Committee, Academic Planning and Resources Committee) or as a member of a university's governing body (Council or non-LSE equivalent).	E
	Be able to work effectively with senior management colleagues as part of an institution's leadership team.	E
	Have the ability to prioritise and delegate effectively.	E
	Have experience of, or interest in, senior management.	E

Planning and Organising	Have the ability to think strategically and to mobilise support to drive through implementation effectively.	E
Service Delivery	Work effectively with senior professional colleagues to set clear and consistent academic standards and expectations recognising the wider pressures on services and supporting them in overcoming organisational barriers.	E
Initiative and Problem Solving	Be able to offer creative solutions to the various challenges faced by an institution.	E
Decision making	Display sound judgement in the formulation of decisions concerning an institution's academic objectives.	E
Networking and Liaising	Command respect of an institution community on issues of recruitment, review, promotion, retention, performance management and pay.	E

E – Essential: requirements without which the job could not be done.
D – Desirable: requirements that would enable the candidate to perform the job well.