



## 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
<b>Knowledge and Experience</b>	Be able to demonstrate familiarity with and openness toward 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
<b>Communication</b>	Have the ability to chair committees effectively.	E
	Excellent written and oral communications skills.	E
<b>Teamwork and Motivation</b>	Have managerial experience of institutions affairs, possibly as a Head of Department/Faculty or as a member of an influential School committee (e.g. Promotions Committee or Academic Planning and Resources Committee) or Council (or equivalent at non-LSE institution).	E
	Be able to work effectively with senior management colleagues in an institution's leadership team.	E
	Have the ability to prioritise and delegate effectively.	E
	Have experience of, or interest in, senior management.	E
<b>Planning and Organising</b>	Have the ability to think strategically and to mobilise support to drive through implementation effectively.	E



<b>Service Delivery</b>	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
<b>Initiative and Problem Solving</b>	Be able to offer creative solutions to the various challenges faced by an institution.	E
<b>Decision making</b>	Display sound judgement in the formulation of decisions concerning an institutions academic objectives.	E
<b>Networking and Liaising</b>	Command respect in 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.**