



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: Vice President and Pro-Vice Chancellor (Faculty Development)

Department/Division: LSE Executive Office

Accountable to: LSE President and Vice Chancellor

Competency	Criteria	E/D
Networking and Leadership	Command respect of the School community on issues of recruitment, review, promotion, retention, performance management and pay.	E
	Command respect of the School community on matters related to equity, diversity and inclusion, freedom of speech, academic freedom, and the School's Ethics Code.	E
	Ability to lead teams, encourage colleagues and manage stakeholder relationships within a complex organisation.	E
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	Ability to chair committees effectively, ensuring that all voices are heard, and all members treated with respect.	E
	Excellent written and oral communication skills.	E
	Ability to engage constructively with a diverse community to foster an inclusive culture that promotes the School's values.	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 in the School Management Committee.	E
	Ability to prioritise and delegate effectively.	E
	Have experience of, or interest in, senior management.	E
Planning and Organising	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

E – Essential: requirements without which the job could not be done.

D – Desirable: requirements that would enable the candidate to perform the job well.