Swydd Ddisgrifiad

Uwch Ddarlithydd mewn Gwaith Cymdeithasol

Cyfadran	Gwyddorau Cymdeithasol a Bywyd
Adran	Gwaith Cymdeithasol
Teitl y Swydd	Uwch Ddarlithydd
Yn atebol i	Prif Ddarlithydd
Gradd	Graddfa Uwch-ddarlithydd

Trosolwg o'r Swydd

Bydd deilydd y swydd yn addysgu rhaglenni Prifysgol Glyndŵr, cynnal ymchwil a gweithgaredd ysgolheigaidd ac yn cyfrannu at reolaeth y rhaglenni hyn yn ôl yr angen.

Bydd yr unigolyn yn cyfrannu at weithgareddau masnachol a gweithgareddau cynhyrchu incwm eraill, lle bo'n briodol.

Cyfrannu at sicrhau bod ansawdd a safonau academaidd y brifysgol yn cael eu cynnal a bod profiad y myfyrwyr yn cael ei wella'n barhaus.

Diben y Swydd

Bydd disgwyl i ddeiliad y swydd gymryd cyfrifoldeb am yr arweinyddiaeth academaidd ar y rhaglen a sicrhau bod y rhaglen yn addas i'r diben yn academaidd ac yn ymatebol i'r farchnad. Byddant yn sicrhau bod holl dargedau a rheoliadau'r Brifysgol yn cael eu bodloni ynghylch y strategaeth ar gyfer cefnogi dysgu a chyflawniad myfyrwyr. Byddant hefyd yn adolygu, gwerthuso a datblygu rhaglenni. Bydd yr ymgeisydd llwyddiannus yn gweithio gyda Thîm y Rhaglen, Asiantaethau Partner, Outside In (y grŵp ffocws o unigolion sy'n defnyddio'r gwasanaeth) a rhanddeiliaid eraill.

Bydd disgwyl i ddeiliad y swydd gyfrannu at yr addysgu a'r dysgu craidd o fewn y ddarpariaeth cyn cofrestru ar draws y ddau lwybr rhaglen yn y maes pwnc therapi galwedigaethol ac i ddal priodoleddau sy'n cefnogi myfyrwyr drwy rôl fugeiliol fel tiwtor personol. Bydd disgwyl i ddeiliad y swydd hefyd ymgymryd â dyletswyddau ychwanegol gan gynnwys cefnogi myfyrwyr ar leoliad.

Prif Atebolrwydd

Cymorth Addysgu a Dysgu

- Bod yn gyfrifol am ddylunio, cyflwyno a gwerthusiad parhaus y modiwlau a'r rhaglenni perthnasol gan sicrhau y bodlonir amcanion adrannol ac amcanion dysgu, a bod y cynnwys yn berthnasol ac yn adlewyrchu ymarfer cyfredol.
- Datblygu asesiadau priodol sy'n mesur perfformiad a dealltwriaeth myfyrwyr, a sicrhau bod yr amcanion dysgu wedi'u bodloni.
- Herio syniadau, meithrin dadlau ac annog myfyrwyr i ddatblygu sgiliau sgwrsio beirniadol a meddwl greddfol.
- Defnyddio amrywiaeth o ddulliau/deunyddiau dysgu ac addysgu (e.e. dysgu cyfunol ac ar y we) er mwyn cyfoethogi profiad y myfyriwr.
- Asesu cynnydd myfyrwyr a chynnig beirniadaeth gywir arno ac adrodd y wybodaeth hon yn ôl mewn modd adeiladol, sensitif a gonest.
- Cymryd cyfrifoldeb am ofal bugeiliol myfyrwyr mewn maes penodol, gan atgyfeirio problemau pan fyddant yn gymhleth neu'n ddifrifol.
- Gwasanaethu fel Arweinydd y Rhaglen / neu ymgymryd â rôl arwain lle bo'n briodol
- Cyfrannu'n weithredol at wella profiad y myfyrwyr.

Gweithgareddau Ymchwil

- Ymgymryd ag ymchwil neu weithgaredd ysgolheigaidd cytunedig arall er mwyn cyfrannu at ddatblygiad y pwnc.
- Paratoi cynigion a cheisiadau i gyrff allanol, yn ôl yr angen, i sicrhau cyllid ymchwil ac i gynhyrchu incwm ychwanegol i'r Brifysgol.
- Ysgrifennu a chyhoeddi canlyniadau ymchwil arloesol i hyrwyddo sefyllfa'r Brifysgol yn y sector Addysg Uwch a'r gymuned ehangach.
- Defnyddio menter, creadigrwydd a beirniadaeth wrth ddatblygu methodolegau ymchwil priodol sy'n hyrwyddo gweithgareddau ysgolheigaidd yn y maes.
- Gweithredu fel canolwr a chyfrannu at asesiadau cyfoedion ar gyfer cofnodion priodol, yn ôl y gofyn.
- Goruchwylio gwaith myfyrwyr ôl-raddedig a addysgir a/neu fyfyrwyr ymchwil, yn ôl y gofyn, i gefnogi gyda datblygu sgiliau ymchwil myfyrwyr.

Menter Academaidd

- Cymryd rhan yn natblygiad partneriaethau mewnol ac allanol er mwyn lledaenu gwybodaeth, rhannu arferion gorau, sefydlu cyfleoedd am waith ar y cyd a gwella enw da'r Brifysgol.
- Cymryd rhan mewn rhwydweithiau er mwyn hwyluso cyfnewid gwybodaeth ac arfer gorau.
- Meithrin cysylltiadau gydag asiantaethau a chysylltiadau allanol er mwyn adnabod ffynonellau cyllid ac ymgysylltu gyda phrosiectau neu waith ar y cyd a fydd yn cynhyrchu incwm ac yn gwella enw da'r Brifysgol.
- Ehangu a gwella gwaith yr adran drwy gymryd prif rôl wrth hyrwyddo'r rhaglenni ac annog staff i ddatblygu strategaethau/syniadau arloesol er mwyn cefnogi

recriwtio a chadw myfyrwyr.

Darparu Gwasanaeth

- Rheoli gofynion addysgu, gweinyddu, ymchwil a gweithgaredd ysgolheigaidd i sicrhau bod terfynau amser sy'n gwrthdaro'n cael eu cyrraedd.
- Dylunio, adolygu ac addasu cynnwys yr uned drwy ddehongli adborth myfyrwyr ac achub y blaen ar anghenion er mwyn cyfrannu at ddatblygiad cyffredinol y rhaglen.
- Diweddaru a gwella dogfennaeth a deunyddiau cyfarwyddyd y cwrs fel sy'n briodol, er mwyn cyfoethogi profiad y myfyrwyr a chefnogi dilyniant myfyrwyr.
- Adnabod bylchau yng nghynnwys y cwrs a strwythur y rhaglen gyda chydweithwyr a dyfeisio datrysiadau creadigol sy'n bodloni anghenion y prif fframweithiau addysgu.
- Cysylltu â gweithdrefnau sicrhau ansawdd yn rhagweithiol ac effeithiol, gan gyfrannu at bapurau fel sy'n briodol, i sicrhau y cynhelir safonau'r Brifysgol.
- Cydweithio â chydweithwyr academaidd ar ddatblygiad pynciau, unedau a rhaglenni a darpariaeth yn yr adran, a chyfrannu at wneud penderfyniadau strategol adrannol i sicrhau bod portffolio'r cwricwlwm yn parhau'n gyfredol a bod y gweithdrefnau asesu'n berthnasol.
- Cydlynu digwyddiadau myfyrwyr, yn ôl yr angen, gan sicrhau y defnyddir amser ac adnoddau'n effeithiol.
- Cynorthwyo gyda gweithgareddau cyn-mynediad, recriwtio, dethol a derbyn (gan gynnwys Dyddiau Agored a Dyddiau Ymweld) er mwyn hyrwyddo'r adran a chael gwell dealltwriaeth o anghenion a disgwyliadau myfyrwyr.
- Cefnogi prosesau, gweithdrefnau a mentrau'r Brifysgol, er enghraifft, cymryd rhan neu gadeirio pwyllgorau'r Brifysgol, paneli dilysu/achredu a grwpiau gorchwyl a gorffen.

Gwaith Tîm

- Mynd i gyfarfodydd/byrddau y Gyfadran, yr Adran a’r Rhaglen, yn ôl yr angen, er mwyn cyfrannu at y broses o wneud penderfyniadau a datblygu cysylltiadau gweithio cynhyrchiol o fewn timau ac ar eu traws.
- Cyflwyno aelodau newydd i'r adran drwy ddarparu cymorth a hyfforddiant ar y sgiliau, prosesau, systemau a gweithgareddau sy'n benodol i'r adran.
- Darparu adborth i gydweithwyr drwy gynlluniau mentora cyfoedion i gefnogi eich datblygiad eich hun a datblygiad eraill ac i sicrhau gwelliant parhaus ym mherfformiad adrannol
- Cydlynu eraill a chynllunio terfynau amser asesu a threfniadau addysgu penodol i sicrhau y bodlonir anghenion a disgwyliadau myfyrwyr a bod amser ac adnoddau yn cael eu defnyddio'n effeithiol.

Cysylltu a Rhwydweithio

- Ymgysylltu'n weithredol â chyrff proffesiynol a dysgedig e.e. cymryd rhan mewn pwyllgorau, gweithgorau, trefnu cynadleddau/gweithdai.

Atebolrwydd Personol

- Cymryd cyfrifoldeb am hyrwyddo gwasanaeth cwsmer o ansawdd yn eich maes gwaith eich hun.
- Cymryd cyfrifoldeb am gyfrannu at ymrwymiad y Brifysgol i gyflawni gwasanaethau sy'n rhoi gwerth am arian ac sy'n gwneud y defnydd gorau o adnoddau, gan ystyried hyn wrth ymgymryd â holl ddyletswyddau ac agweddau ar y swydd.
- Cymryd cyfrifoldeb am sicrhau diweddariad cyson o ran sgiliau a gwybodaeth bersonol er mwyn bod yn effeithiol yn eich swydd.
- Cymryd rhan yn y broses Arfarnu, ymgymryd â'r broses o osod amcanion er mwyn cynorthwyo gyda monitro perfformiad a datblygiad yr unigolyn.
- Ymgysylltu â'r broses Modelu Dyrannu Llwyth Gwaith a chymryd rhan ynddi er mwyn cefnogi dyraniad dyletswyddau'r unigolyn.
- Cymryd cyfrifoldeb am weithrediad Polisi Cyfle Cyfartal y Brifysgol o fewn maes cyfrifoldeb personol ac o ran ymddygiad cyffredinol.
- Ymgymryd â rôl Iechyd a Diogelwch benodol, sy'n gymesur â'ch gradd, i gefnogi'r Brifysgol i fodloni ei rhwymedigaethau Iechyd a Diogelwch statudol. Gallai hyn gynnwys ymddwyn fel Asesydd Offer Sgrin Arddangos, Swyddog Cymorth Cyntaf, Marsial Tân neu Gydlynydd Diogelwch yr Adran. Bydd neilltuo rolau o'r fath yn amodol ar ddarparu hyfforddiant priodol ac asesiad cymhwysedd.
- Gall fod yn ofynnol gweithio ar unrhyw un o safleoedd y Brifysgol, gyda rhybudd rhesymol.
- Cymryd cyfrifoldeb am gyfrannu at ymrwymiad y Brifysgol i Gynaliadwyedd Amgylcheddol er mwyn lleihau ei gwastraff, ei defnydd o ynni a'i hôl troed carbon.
- Ymgymryd â dyletswyddau perthnasol eraill sy'n gymesur â gradd y swydd fel y neilltuir gan y Rheolwr neu reolwyr y Brifysgol i gefnogi datblygiad y Brifysgol. Ni ddylid gwrthod cytundeb o'r fath yn afresymol.

Adolygiad

Mae hwn yn ddisgrifiad o'r swydd fel y mae ar hyn o bryd. Bwriad y swydd ddisgrifiad hwn yw galluogi dull gweithredu hyblyg i'w gynnig ar draws y Brifysgol yn ôl yr angen. Mae'n agored i adolygiad a newid yng ngoleuni anghenion newidiol y Brifysgol ac i ddarparu cyfleoedd datblygu priodol. Cynhelir y weithdrefn ar y cyd gan bob rheolwr mewn ymgynghoriad â'r unigolyn y mae ei swydd dan adolygiad. Disgwylir i bob aelod o staff gymryd rhan yn llawn mewn trafodaethau o'r fath. Nod y Brifysgol yw cytuno ar newid rhesymol, ond os nad yw cytundeb yn bosibl, mae ganddi'r hawl i fynnu'r newid i'r swydd ddisgrifiad ar ôl ymgynghori â'r unigolyn dan sylw.

Manyleb Person

Uwch Ddarlithydd mewn Gwaith Cymdeithasol

Er mwyn cael eich rhoi ar y rhestr fer rhaid i chi arddangos eich bod yn bodloni'r holl feini prawf hanfodol a chymaint o'r meini prawf dymunol ag sy'n bosib. Pan fydd gennym nifer fawr o geisiadau sy'n bodloni'r holl feini prawf hanfodol, byddwn wedyn yn llunio’r rhestr fer gan ddefnyddio'r meini prawf dymunol.

Meini Prawf Dethol

	Priodoleddau	**Eitem**	**Meini Prawf Perthnasol**	**Dull Adnabod**	**Pwysigrwydd**
1	Sgiliau a Gallu	1.1	Lefel uchel o sgiliau ysgrifenedig, llafar a rhyngbersonol	Ff, C	H
		1.2	Gallu i ddysgu ar draws y maes pwnc ac i gyfrannu at addysgu yn y Sefydliad a'r Gyfadran	Ff, Rh, C	H
		1.3	Tystiolaeth o wneud cyfraniad mewn tîm ymchwil ac o'ch gallu i gydweithio ar wahanol lefelau ledled sefydliad.	Ff, C	H
		1.4	Gallu i gefnogi myfyrwyr yn academaidd, proffesiynol a bugeiliol.	Ff, Rh, C	H
		1.5	Gallu i gyfrannu at weithgareddau recriwtio a gweithgareddau dargadw i gefnogi tasgau sy'n hanfodol i fusnes (Cyfrannu at ddyddiau agored, dyddiau ymweld ymgeiswyr, y broses glirio a chynefino myfyrwyr)	Ff, C	H
		1.6	Gallu i arddangos ymrwymiad i gynhyrchu incwm ar gyfer ymchwil ac arloesi yn y maes pwnc perthnasol.	Ff, C	H
2	Gwybodaeth Gyffredinol ac Arbenigol	2.1	Dealltwriaeth am fecanweithiau a phrosesau ariannu ymchwil ac arddangos tystiolaeth o ddatblygu amcanion a chynigion ymchwil ar gyfer ymchwil eich hun neu ymchwil ar y cyd (efallai gyda chymorth mentor).	Ff, Rh, C	H

		2.2 2.3 2.4	Tystiolaeth o waith ymchwil i'w gyhoeddi a fydd yn cyfrannu at y maes pwnc neu'n arddangos y potensial i gyflawni'r safon hon o ymchwil Ymrwymiad i weithgareddau ymchwil, menter ac ysgolheigaidd Gallu i oruchwylio Gradd Meistr a addysgir, MPhil neu PhD	Ff, Rh, C Ff, C Ff, C	H H D
3	Addysg a Hyfforddiant	3.1 3.2 3.3 3.4 3.5	Doethuriaeth mewn maes pwnc perthnasol (neu'n gweithio at un) Aelod o gorff proffesiynol neu gorff dysgedig perthnasol Tystysgrif ôl-radd mewn Addysgu mewn AU, neu barodrwydd i weithio tuag at ddod yn Gymrawd y Sefydliad Addysg Uwch. Gradd Meistr mewn disgyblaeth briodol neu ymrwymiad i weithio tuag at hynny. Rhaid dangos ymrwymiad i ddatblygiad proffesiynol parhaus.	Ff Ff, C Ff, C Ff, C Ff, C	D H H H H
4	Profiad Perthnasol	4.1 4.2	Profiad blaenorol o addysgu neu gefnogi myfyrwyr Profiad ôl-ddoethurol perthnasol	Ff, C Ff, C	H D
5	Gofynion Arbennig	5.1 5.2 5.3	Gallu i gyfathrebu drwy gyfrwng y Gymraeg Tystiolaeth o ymrwymiad i ddatblygiad proffesiynol parhaus Cofnod cyhoeddi sy'n gymesur â lefel dda o berfformiad ymchwil a cham eich gyrfa	Ff, C Ff, C Ff, C	D H H
6	Ychwanegol	6.1	Gweithiwr cymdeithasol cymwys	T	H

Allwedd	**Dull Adnabod**	**Ff**	Ffurflen Gais
		C	Cyfweliad
		P	Prawf
		T	Copi o Dystysgrifau
		Rh	Rhoi Cyflwyniad
		G	Asesiad Grŵp
	Pwysigrwydd	**H**	Hanfodol
		D	Dymunol

Job Description

Senior Lecturer in Social Work

Faculty	Social and Life Sciences
Section	Social Work
Job Title	Senior Lecturer
Reports To	Principal Lecturer
Grade	Senior Lecturer Scale

Job Overview

The post holder will teach on Glyndwr University programmes, carry out research and scholarly activity and contribute to the management of these programmes as required.

Where appropriate, contribute to commercial and other income generation activity.

Contribute towards ensuring that academic quality and standards of the university are maintained and the student experience is continually enhanced.

Job Purpose

The post holder will be expected to take responsibility for the academic leadership on the programme and ensure that the programme is academically fit for purpose and responsive to the market. They will ensure that all University targets and regulations are met regarding the strategy for supporting student learning and achievement. They will also undertake programme review, evaluation and development. This means the post holder will work with the Programme Team, Partner Agencies, Outside In (the focus group of individuals who use services) and other stakeholders.

The post holder will contribute to the core teaching and learning within the social work programme area and will support students through a pastoral role as a personal tutor. The post holder will also be expected to undertake additional duties including supporting students on placement.

Principal Accountabilities

Teaching & Learning Support

- Be responsible for the design, delivery and ongoing evaluation of relevant modules, and programmes ensuring that departmental objectives and learning outcomes are met, and content is relevant and reflects current practice.
- Develop appropriate assessments which measure student performance and understanding, and ensure that learning outcomes have been met.
- Challenge ideas, foster debate and encourage students to develop skills in critical discourse and rational thinking.
- Use a variety of learning and teaching methods/materials (e.g. web-based and blended learning) in order to enhance the student experience.
- Assess and make sound judgments about student progress and feed back this information in a constructive, sensitive and honest way.
- Take responsibility for the pastoral care of students within a specified area, referring problems on where they are complex or serious.
- Act as a Programme Leader / or undertake a leadership role where appropriate
- Actively contribute to enhancing the student experience.

Research Activities

- Undertake research or other agreed scholarly activity in order to contribute to the development of the subject.
- Prepare proposals and applications to external bodies, as required, to secure research funding and to generate additional income for the University.
- Write and publish results of innovative research to further the University's standing in the HE sector and in the wider community.
- Use initiative, creativity and judgement in the development of appropriate research methodologies that further scholarly activities in the area.
- Act as a referee and contribute to peer assessment for appropriate journals, as required.
- Supervise the work of taught postgraduate and/or research students, as required, to support the development of student research skills.

Academic Enterprise

- Participate in the development of internal and external partnerships in order to disseminate information, share best practice, establish opportunities for collaborative work and enhance the reputation of the University.
- Participate in networks in order to facilitate the exchange of information and best practice.
- Build relationships with external agencies and contacts in order to identify sources of funding and engage in collaborative work or projects that will generate income and enhance the reputation of the University.
- Extend and enhance the work of the department by taking a lead role in promoting the programmes and in encouraging staff to develop innovative ideas/strategies to support student recruitment and retention.

Service Provision

- Manage the demands of teaching, administration, research and scholarly activity to ensure that competing deadlines are met.
- Design, review and adapt unit content by interpreting student feedback and pre-empting needs in order to make input to the overall development of the programme.
- Update and improve course documentation and guidance materials as appropriate, in order to enhance the student experience and support student progression.
- Identify gaps in course content and programme structure with colleagues and devise creative solutions which meet the requirements of overarching teaching frameworks.
- Proactively and effectively engage with quality assurance procedures, contributing to papers as appropriate, to ensure that University standards are upheld.
- Collaborate with academic colleagues on subject, unit, and programme development and delivery within the department, and contribute to departmental strategic decision making to ensure that the curriculum portfolio remains current and the assessment procedures are relevant.
- Co-ordinate student events, as required, ensuring the effective use of time and resources.
- Assist in appropriate pre-entry, recruitment, selection and admissions activities (including Open Days and Visit Days) in order to promote the department and gain a better understanding of student needs and expectations.
- Support University processes, procedures and initiatives, for example participating in or chairing University committees, validation/accreditation panels and task and finish groups.

Team Working

- Attend Faculty, Department and Programme meetings/boards, as required, in order to contribute to the decision-making process and to develop productive working relationships within and across teams.
- Introduce new starters to the department by providing support and training on the skills, processes, systems and activities that are specific to the department.
- Provide feedback to colleagues via peer mentoring schemes to support the development of self and others and to ensure the continuous improvement of departmental performance
- Coordinate others and plan assessment deadlines and specific teaching arrangements to ensure student needs and expectations are met and that time and resources are used effectively.

Liaising and Networking

- Active engagement with professional and learned bodies e.g. participation in committees, working parties, conference/workshop organisation.

Personal Accountabilities

- Take responsibility to promote high levels of customer care within their own areas of work.
- Take responsibility to engage with the University's commitment to delivering value for money services that optimise the use of resources and consider this when undertaking all duties and aspects of their role.
- Take responsibility for ensuring they have and continue to update their knowledge and skills to be effective in their roles.
- Participate in the PDR process, engaging in the setting of objectives in order to assist in the monitoring of performance and the development of the individual.
- Engage and participate in the Workload Allocation Model process to support the allocation of duties of the individual.
- Take responsibility for applying the University's Equal Opportunities Policy in their own area of responsibility and in their general conduct.
- Be required to undertake a specific Health & Safety role, commensurate with their grade, to support the University in meeting its statutory Health & Safety obligations. This could include acting as a DSE Assessor, First Aider, Fire Marshall or Departmental Safety Co-ordinator. The allocation of such roles will be subject to the provision of appropriate training and assessment of competence.
- With reasonable notice, be required to work at any of the University sites.
- Take responsibility to engage with the University's commitment to Environmental Sustainability in order to reduce its waste, energy consumption and carbon footprint.
- Undertake other relevant duties commensurate with the grade of the post as may be assigned by the Manager or University managers to support the development of the University. Such agreement should not be unreasonably withheld.

Review

This is a description of the job as it is presently constituted. This job description is intended to enable a flexible approach to be offered working across the University as required. It is subject to review and amendment in the light of changing needs of the University and to provide appropriate development opportunities. The procedure is conducted jointly by each manager in consultation with the individual whose job is being reviewed. All staff are expected to participate fully in such discussions. It is the University's aim to reach agreement to reasonable change, but if agreement is not possible, it reserves the right to insist on changes to the job description after consultation with the individual concerned.

Person Specification

Senior Lecturer in Social Work

In order to be shortlisted you must demonstrate that you meet all the essential criteria and as many of the desirable criteria as possible. Where we have a large number of applications that meet all of the essential criteria, we will then use the desirable criteria to produce the shortlist.

Selection Criteria

Attributes		Item	Relevant Criteria	Identification Method	Rank
1	Skills & Abilities	1.1	High level of written, oral and interpersonal skills	A, I	E
		1.2	The ability to teach across the subject area and to contribute to teaching in the Institute and Faculty	A, P, I	E
		1.3	Evidence of making a contribution in a research team and the ability to collaborate at different levels across an organisation.	A, I	E
		1.4	An ability to support students academically, professionally and pastorally.	A, P, I	E
		1.5	An ability to contribute to recruitment activities and retention activities to support business critical tasks (Contribute to open days, applicant visit days, clearing and student induction)	A, I	E
		1.6	The ability to demonstrate commitment to income generation for research and innovation in relevant subject area.	A, I	E
2	General & Specialist Knowledge	2.1	An understanding of research funding mechanisms and processes and demonstrate evidence of developing research objectives and proposals for own or joint research (maybe with the assistance of a mentor).	A,P, I	E
		2.2	Evidence of research work for publications which will contribute to the subject area or	A, P, I	E

			demonstrate the potential to achieve this standard of research		E
		2.3	A commitment to research, enterprise and scholarly activity	A, I	D
		2.4	Ability to supervise taught Masters, MPhil and PhD supervision	A, I	
3	Education & Training	3.1	An earned doctorate (or working towards) in a relevant subject discipline	A	D
		3.2	Member of relevant professional or learned body	A, I	E
		3.3	PG certificate in Teaching in HE, or commitment to undertake and achieve fellowship of HEA.	A, I	E
		3.4	Master's Degree in an appropriate discipline or commitment to working to achieve this.	A, I	E
		3.5	Must demonstrate commitment to continual professional development.	A,I	E
4	Relevant Experience	4.1	Previous experience of teaching or supporting students	A, I	E
		4.2	Relevant postdoctoral experience	A, I	D
5	Special Requirements	5.1	The ability to communicate through the medium of Welsh	A,I	D
		5.2	Evidence of a commitment to continuous professional development	A, I	E
		5.3	A publication record commensurate with a good level of research performance and stage of career	A, I	E
6	Additional	6.1	Qualified social worker	C	E

Key	**Identification Method**	**A**	Application Form
		I	Interview
		T	Test
		C	Copy of Certificates
		P	Presentation
		G	Group Assessment
	Rank	**E**	Essential
		D	Desirable