Aurora selection criteria for applicants and managers

Applicants and managers should discuss the application and suitability for the programme before submitting the application.

Before the discussion applicants are encouraged to complete a draft application, including section three below, for discussion.

This document covers the essential and desirable criteria to be considered in applications for Aurora. Applicants are also invited to include other relevant information in support of their application.

All applications will be considered in terms of the clarity of answers and adherence to the word count. The answers will be considered relative to the opportunities provided by the applicant’s current role and grade.

SECTION A of the application form

1. Applicant’s agreement to the requirements for participation in the programme

2. Aurora Programme dates for 2020/21

3. Personal statement questions

i). Explains applicant’s career aims with reference to leadership and/or influencing/engaging/motivating others over the medium term (3 years plus), longer term aspirations (5-10 years plus) and includes an ambition and path to reach more senior leadership levels in higher education. Career path is logical and coherent. (Essential)

Explains how Aurora’s aims and programme will support them to achieve their career aims in leadership and/or influencing/engaging/motivating others and will improve their existing skills/capabilities/experience and networks. (Essential)

Shows commitment to their own personal development and learning which includes examples of how learning at work and/or personal life has been applied to their job/career/personal life and associated outcomes and impact. This can include learning from experience and more formal learning from e.g. courses. (Essential)

Explains why this is a good time to participate in Aurora: including competence and good performance in their current role, desire/potential to learn about leadership/influencing/engaging/motivating others and desire/potential to take the next steps to new responsibilities and/or role(s) which involves leading/influencing/engaging/motivating others. (Essential)
ii). Two examples of what they did to lead and/or successfully influence, motivate and engage others. Demonstrates understanding of how and why people were led/influenced/motivated/engaged in the examples given and impact of their actions. (Essential)

iii) Demonstrates how the learning and networking opportunities from Aurora can be applied to their current role and future opportunities to lead, influence and motivate (e.g. new activities/project work, new roles) in department/School/College. (Desirable)

SECTION B of the Application form

4. Assistant Dean/Line Manager statement

Confirms the applicant’s competence and good performance in their current role. (Essential)

Confirms the applicant’s commitment to their own personal development and learning, application and results, with examples. (Essential)

Endorses career path as logical/coherent with appropriate steps. (Essential)

Confirms that it is the right time for the applicant to engage in Aurora 2020-21 (from October 2020) and why. (Essential)

If appropriate, this may include reference to:

- Other development arranged at a local level (not) compromising the applicant’s ability to fully participate in Aurora (e.g. essential on-the-job training)

- Potential to achieve first leadership role/next role in career path and any leadership qualities demonstrated.

- Potential to achieve a more senior leadership position in HE.

- The perceived value of Aurora to the individual.

- The perceived value of Aurora to the department.