

This Job Description sets out the organisational position, reporting lines, key accountabilities and relationships.

**POST OUTLINE:**

The purpose of this role is to plan and teach on agreed programmes and to contribute to their continued development.

**Post Reports To:** Head of Department

**Key Accountabilities:**

- To plan learning programmes for groups of students, and to guide them through the learning process (target setting, action planning, review, progression).
- To deliver learning, and plan and undertake assessment on an agreed range of programmes, using an appropriate range of learning methods and activities, including new technologies. In this role to prepare appropriate essential documents including:
  - assessment plans
  - schemes of work
  - lesson plans
  - teaching & learning materials
  - individual learning plans
  - assignments
- To act as a personal tutor.
- To promote high attendance to College targets & follow up non-attenders as directed by Head of Department or Programme Manager.
- To maintain accurate records of students' retention, achievement and attendance using e-registers, and provide reports on student progress as required, using electronic ILPs.
- To participate in team meetings and contribute to planning, development and review activities, including course review, self-assessment and other College QI procedures.
- To undertake data checks as directed by Heads of Department.
- To provide outstanding learning experience to students, maximising and showcasing of the use of ILT.
- To act as Course/Subject Leader if required.
- To act as Internal Verifier if required.
- For students requiring Additional Learning Support, to devise/update Individual Learning Plans, including (where appropriate) identifying learning activities to be carried out by a Learning Support Assistant; and to make arrangements with the LSA for continual monitoring of progress and up-dating of the Individual Learning Plans.
- To contribute to Open Evenings, parents' evenings and similar events as required.
- To contribute to the process of student recruitment and enrolment in conjunction with the Central Admissions Units, following completion of appropriate training in advice and guidance.
- To work co-operatively with staff and teams in other areas of the college in order to ensure an effective service to students.
- *To promote Equality & Diversity and Safeguarding in teaching and learning.*

**Personal Competencies (Accountable at Level 1 – please refer to ESC Competency Framework):**

**Core Competencies**

- **Valuing Equality and Diversity**
- **Working with People;** Team Working, Communication
- **Results Focus;** Drive to Achieve Excellence, Technical Skills & Professionalism
- **Focus on Delivery;** Organisational Awareness, Customer/Student Focus

- **Self Motivation;** Adaptability & Flexibility, Accountability

**Key Relationships:**

The postholder will need to form effective and co-operative working relationships, in particular with:

- Head of Department
- Programme Manager
- Other lecturers
- Students/Employers/Parents/Carers
- Client Services/Student Support
- Potential students
- External verifiers
- Examinations Department
- MIS Department
- Functional Skills Coordinator
- Inspectors and awarding bodies

**Expectations of the Post Holder:**

The post holder will undertake assigned responsibilities effectively and efficiently, and within regulatory and legislative requirements; achieve individual and departmental targets within the College's annual planning and staff performance review processes and budgetary constraints and:

1. Actively promote equality and diversity, recognising and actively challenging stereotyping, prejudice and discrimination, ensuring that these principles permeate all working practices. All staff are required to undertake mandatory Equality & Diversity Training.
2. Adhere to and actively promote the College's Safeguarding policy and procedures, and undertake mandatory Safeguarding Training.
3. Adhere to and actively promote the College's Data Protection policy and procedures, and undertake the mandatory Data Protection Training.
4. Ensure effective quality control and continuous improvement in all aspects of this post, in keeping with the College's existing and developing quality assurance systems.
5. Be committed to professional self-development, through participation in the College continuing professional development programme which includes industry based work shadowing, attending seminars, College conference days and training events appropriate to the job role.
6. Comply with and promote College Health and Safety policies and procedures and to undertake mandatory Health and Safety training as and when necessary.
7. Undertake such other duties as required, commensurate with the grade of the post, as may be reasonably required at the initial place of work or at other locations in the College.
8. Support cross college events such as Open Evenings and Enrolment sessions when required
9. Adhere to all College procedures as detailed in the Employee Handbook
10. At all times seek to serve the best interests of the College
11. To provide cover for colleagues during periods of holiday or sickness absence

NB: This job description outlines a range of main duties. It is not exhaustive and can be varied in consultation with the post holder in order to reflect changes in the job or the organisation.

The following is a list of skills, experience and qualities that we might expect to find in the successful applicant for this post:

**QUALIFICATIONS**

Highlights the qualifications expected of jobholder

*East Surrey College has joined the 'Skills Pledge' and we are committed to supporting all staff in obtaining Level 2 Maths and English, if this has not already been achieved.*

Criterion	Essential	Desirable
Maths & English GCSE / Level 2 equivalent (achieved or willing to obtain)	✓	
Relevant degree or equivalent industrial or professional qualification		✓
Level 3 Qualification or above (achieved or to be worked towards in an agreed timescale for completion)	✓	
Full Teaching qualification and relevant industry qualifications	✓	
Assessor and internal Verification Qualifications (willing to work towards in an agreed timescale for completion)		✓
Equality & Diversity Level 2 (or willing to obtain)	✓	
Safeguarding Children & Vulnerable Adults (or willing to obtain)	✓	
European Computer Driving Licence (ECDL) Level 2 (or willing to obtain)	✓	

**KNOWLEDGE & EXPERIENCE**

Highlights the knowledge and experience required by the jobholder of specific processes, procedures and technical requirements

Criterion	Essential	Desirable
Knowledge of current developments in the FE/Adult curriculum	✓	
Understanding of issues in teaching and learning in FE	✓	
Knowledge of relevant subject curriculum	✓	
Understanding of issues involving implementing quality improvement systems		✓
Track-record of success in teaching		✓
Experience of relevant curriculum	✓	
Experience of a variety assessment procedures		✓
Experience with dealing with change		✓

**COMPETENCIES – refer to ESC Competency Framework and Job Description**

Specific personal skills and behaviours required of the jobholder

Criterion	Level Expected
Valuing Equality and Diversity	1
Working with People (Team Working, Communication)	1
Results Focus (Drive to Achieve Excellence, Technical Skills & Professionalism)	1
Focus on Delivery (Customer/Student Focus, Organisational Awareness)	1
Self Motivation (Adaptability & Flexibility, Accountability)	1