**JOB SPECIFICATION**



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| **JOB TITLE** | **AREA OF WORK** |
| Senior Lecturer in Initial Teacher Education | Initial Teacher Education |
| **SALARY** | **BENEFITS** |
| £31,537 - £35,818 per annum, relating to qualifications and experience | Teachers’ Pension Scheme  40 days annual leave, pro rata to include up to 5 days to be taken between Christmas and New Year at direction of the Principal, plus Bank Holidays |
| **LINE MANAGER(S)** | **LINE MANAGER FOR** |
| Head of Teaching, Learning and Initial Teacher Education | N/A |
| 1. **GENERIC KEY TASKS AND RESPONSIBILITIES**   **Refer to Management Guidelines regarding the determination of the duties of lecturing staff** | |
| The role of a Senior Lecturer is to provide inspirational teaching and learning, setting the highest standards in practice across the college. Senior Lecturers will additionally support excellence in assessment to ensure trainees reach the highest standards in their teaching practice.   1. To deliver high quality and effective teaching, learning and assessment on the Initial Teacher Education Higher Education programmes, validated by UCLan. 2. To ensure Quality assurance in all aspects of teaching, learning and assessment, including preparation for Initial Teacher Education Ofsted inspection. 3. To provide information, advice and guidance to trainees and prospective trainees 4. To strengthen links with key stakeholders such as employers, industry and the UCLan ITE partnership.   5 To attend meetings as identified by Line Manager, including UCLan Scheme Management Committees.  6 To undertake continuing professional development (CPD), as appropriate in order to ensure the ITE programmes are based on current research and evidence-based practice.  7 To exceed College standards in all aspects of the role.  8 To share good practice across the college, through the delivery of CPD and peer networking.  9 To network with staff in other areas to develop strategies, enhancing delivery to promote the stretch and challenge with all trainees  10 To promote and adopt an innovative and collaborative approach for the planning and delivery of lessons and assessments | |

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| 1. **DUTIES** |
| 1. **Manage trainees to succeed**  * Lead the trainee application, recruitment, enrolment and progression providing impartial advice and guidance and recruiting with integrity to ensure the best interests of the learner are met * Manage trainees throughout their course experience * Undertake personal tutorials, embracing and completing all aspects of the trainee ILP providing SMART targets for trainees, which promote trainee advancement and success * Address trainee concerns promptly, signpost to other professionals, internally or externally, if appropriate and confirm the actions have resulted in a positive outcome * Undertake course, programme, module management as directed by your Line Manager and exceed expected standards identified internally or externally * Monitor Key Performance Indicators (KPI) and report on and action concerns through appropriate channels * Participate in curriculum enhancement and the development of trainee employability skills and personal development as directed by your line manager |
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| **2 Aspire to deliver High Quality teaching, learning and assessment** |
| * Deliver inspirational teaching, learning and assessment to promote high levels of trainee satisfaction and success * Share best practice in teaching, learning and assessment and provide support to colleagues through team meetings, peer observation etc * Produce detailed and highly effective schemes of work and lesson plans that motivate trainees and ensure high success rates * Participate in the observation of teaching and learning and embrace areas for improvement positively * Develop a range of innovative assessment methods to meet the requirements of the qualifications, expected standards and address trainee individual needs * Produce effective assessment strategies to reduce front or end loading for trainees, contribute to course team needs and provide for timely success * Ensure the moderation of assignments at the College and across the UCLan ITE partnership. * Provide timely and effective feedback to trainees that contribute to their development and success * Mark written work to high standards and support colleagues in this process * Track and record learner trainee progress effectively and in a timely manner to support high levels of learner success and positive value added |
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| **3 In line with the Professional Standards for Teaching and Training England 2022 - actively promote the professional values and attributes**   * Critically reflect on and evaluate your practices, values, and beliefs to improve learner outcomes. * Promote and embed education for sustainable development (ESD) across learning and working practices. * Inspire, motivate, and raise aspirations of trainees by communicating high expectations and a passion for learning. * Support and develop trainees’ confidence, autonomy and thinking skills, taking account of their needs and starting points. * Value and champion diversity, equality of opportunity, inclusion and social equity. * Develop collaborative and respectful relationships with trainees, colleagues and external stakeholders. * Engage with and promote a culture of continuous learning and quality improvement.   **4**  **In line with the Professional Standards for Teaching and Training England 2022 - actively promote and embed professional knowledge and understanding into your practice**   * Develop and update knowledge of your subject specialism, taking account of new practices, research and/ or industry requirements. * Critically review and apply your knowledge of educational research, pedagogy, and assessment to develop evidence-informed practice. * Share and update knowledge of effective practice with colleagues, networks and/or research communities to support improvement. * Develop and apply your knowledge of special educational needs and disabilities to create inclusive learning experiences. * Understand your teaching role and responsibilities and how these are influenced by legal, regulatory, institutional and ethical contexts.   **5**  **In line with the Professional Standards for Teaching and Training England - 2022 actively promote the development of professional skills**   * Promote and support positive learner behaviour, attitudes and wellbeing. * Apply motivational, coaching and skill development strategies to help trainees progress and achieve. * Plan and deliver learning programmes that are safe, inclusive, stretching and relevant to trainees’ needs. * Select and use digital technologies safely and effectively to promote learning. * Develop trainees’ mathematics, English, digital and wider employability skills. * Provide access to up-to-date information, advice and guidance so that trainees can take ownership of their learning and make informed progression choices. * Apply appropriate and fair methods of assessment and provide constructive and timely feedback to support learning and achievement. * Develop enrichment and progression opportunities for trainees through collaboration with employers, higher education and/or community groups. |
| 1. **Quality Assurance (QA)**  * Comply with internal and external quality assurance requirements * Undertake course and/or module management as directed by Line Manager and exceed expected standards identified internally or externally * Participate in course committee meetings, course team meetings, technical advisory meetings, as required by the designated role * Undertake / comply with internal verification (IV) and standardisation activities complying with College assessment and IV policies and procedures and external QA requirements, as required * Populate trainee/course tracking sheets and presentin accordance with your role at performance / module boards * Take responsibility for the production / monitoring of key data plus the completion of self-assessment reports and action plans, as required * Invigilate examinations following awarding body regulations |
| 1. **Provide Information, Advice and Guidance**  * Provide impartial, accurate and current course specific information to future and current trainees * Be aware of the range of support available and how to signpost to internal and external support * Produce and update course fact sheets and course/module handbooks to ensure the provision of accurate, current and complete information to prospective trainees * Interview trainees and offer a place on appropriate qualifications whilst recruiting with integrity and providing impartial advice and guidance * Attend and fully participate in College Open Mornings, the Country Fair, and other promotional / recruitment events, as required * Support trainees in decision making with regard to their future progression and identify learner destinations or progression and record on their ILP |
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| **8 Attend meetings as identified by Line Manager**   * Contribute to cross college staff development, as required * Attend and positively contribute to staff performance management meetings * Attend other internal and external meetings, as directed by Line Manager   **9 Undertake continuing professional development (CPD), as appropriate in order to meet College and learning area objectives**   * Attend internal or external CPD as directed by the Line Manager, Head of Quality Assurance, CPD or Human Resources * Undertake technical updating to ensure current industry standards are embedded in working practices |
| **10 Exceed College standards**   * To promote College sustainability policies and strategies by personal commitment * To take an active role in all team activities to ensure full compliance with agreed safety, quality and environmental standards and expectations * You role model and promote the College values: * **Learning -**Our delivery will be high quality and innovative with students at the heart of decision making. * **People -**We will enable staff and students to fulfil their potential whilst promoting resilience, leadership, accountability and teamwork. * **Sustainability -**We will provide a happy, healthy, safe, supportive and sustainable environment in which to live, work and study. * **FREDIE** - We will advance **FREDIE**:  Fairness, respect, equality, diversity, inclusion, engagement in all we do.   Promote College sustainability policies and strategies by personal commitment and leading by example and complying with all quality and environmental standards and expectations. This includes active involvement in carbon reduction, embedding of carbon reduction practices (lights off, heating down etc.) and being vigilant in relation to the College’s approach to Reduce, Reuse and Recycle ethos.  Actively participate in the Annual Review and Development process in line with individual needs and College strategic plan priorities. Agree objectives with the Line Manager and ensure they are achieved.  Be responsible for promoting and safeguarding the welfare of children, young people and vulnerable adults at all times in line with the College’s own Safeguarding Policy and practices.  Be thoroughly aware of College Health and Safety policies and procedures, attend mandatory health and safety training appropriate to the role and ensure the full implementation of College policies, procedures across all areas of responsibility. Ensure that employees within line management are also compliant with the policies, procedures and training requirements including reporting and recording all accidents and near misses.  Ensure full adherence to and implementation of the Data Protection Act 1998, the General Data Protection Regulations 25 May 2018 and the College Data Protection Policy and Procedure and ensure that employees within their responsibility.  Any other duties that may reasonably be required by Line Management and the Chief Executive & Principal. |
| **(B) KEY TASKS AND RESPONSIBILITIES** **SPECIFIC TO LEARNING AREA AND / OR CURRICULUM LEVEL** |
| * Work with the University and Partner Colleges to develop and enhance the teacher training provision. * Support the development and enhancement of cross-College teaching and learning |
| **(B) DUTIES** |
| * Undertake Scholarly Activity to meet the needs of the learner and organisations. |

**Location of work**

Employees may be required to work at or from any building, location or premises of Myerscough College, and any other establishment where Myerscough College conducts its business.

**Variation to this Job Description**

This is a description of the job as it is at present, and is current at the date of issue.  The job description will be renewed and updated as necessary to ensure that appropriate revisions are incorporated, and that it relates to the job to be performed.  This process is conducted jointly with the appropriate Line Manager.  Employees are expected to participate fully in the review and, following discussion, to update the relevant job description as is considered necessary or desirable.  It is our aim to reach agreement on reasonable changes.  However, if such agreement is not forthcoming, Management reserves the right to insist on changes following consultation with the relevant employee/s.

**FE/WPL** **EMPLOYEE SPECIFICATION**

(A) Assessed via Application form (I) Assessed via Interview

(P) Assessed via Presentation/Mini teach in interview (T) Assessed via Test

(PI) Post Interview

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| **ESSENTIAL CRITERIA:** | **DESIRABLE CRITERIA:** |
| ***Personal Attributes*** | |
| Presentable and professional appearance (I)  Ability to work as part of a team (A/I)  Ability to work to quality standards (A/I)  Good command of the English language (A/I)  Appropriate level of physical and mental fitness (PI) |  |
| ***Attainments*** | |
| Degree or equivalent qualification in related subject (A)  Postgraduate qualification, preferably a Masters in Education. (A)  Teaching qualification e.g. PGCE / Cert Ed or equivalent (A)  Teaching experience with evidence of consistent high success rates with trainees (A/I/MT)  GCSE English and Maths at Grade C/4 or above (or an equivalent standard) (A) | Membership of a professional body (A)  Fellowship of the HE Academy (A) |
| ***Special Aptitudes*** | |
| Extensive experience in the delivery of Initial Teacher Education programmes  Extensive experience of the delivery of staff CPD.  Excellent communication skills with the ability to motivate trainees (A/I/P)  Experience coaching, mentoring and supporting developing teachers (A/I/P)  Competent in Digital Learning Technologies (A/I)  Adaptable and able to work flexibly, within a team or on own initiative (A/I)  Able to demonstrate the capability of being an inspirational role model for all stakeholders eg staff, students, parents / guardians (A/I/P) |  |
| ***Interests*** | |
| A professional interest in the subject discipline (A/I/P)  Evidence of high levels of continued professional development (A) | Empathy with education (A/MT) |
| ***Disposition*** | |
| Excellent interpersonal skills (I/P)  Approachable (I)  Person centred approach (I/P)  The capacity to communicate effectively both verbally and in the written word at all levels (A/I/P)  Enthusiastic and self-motivated (A/I) |  |
| ***General*** | |
| An understanding of “safeguarding” and its importance within the College \* (A/I)  An understanding of health and safety requirements of a working environment (A/I)  An understanding of Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE) issues within an educational context (A/I) |  |
| ***Circumstances*** | |
| Willing to apply for Disclosure and Barring Service clearance at Enhanced level (A/I)  Ability and willingness to work flexibly, including delivery of evening provision at least once per week (classes are taught 5-8pm) (A/I)  Willing to complete external work placement visits (A/I)  Ability to work evenings/weekends, as required – careers/conventions/recruitment events (A/I)  Possess a full, clean UK current driving licence (A/I) |  |

Interviews will explore issues relating to safeguarding/the “Prevent” agenda and promoting the welfare of children, including motivation to work with and ability to form and maintain appropriate relationships and personal boundaries with children and young people together with emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.

**TERMS AND CONDITIONS**

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| **JOB TITLE** | **AREA OF WORK** |
| Senior Lecturer in Initial Teacher Education | Teacher Training |
| **SALARY** | HOURS OF WORK |
| £31,537 - £35,818 per annum, relating to qualifications and experience | 37 Hours per Week |
| ANNUAL LEAVE ENTITLEMENT | PENSION |
| 40 days pro rata annual leave to include up to 5 days to be taken between Christmas and New Year at direction of the Principal, plus Bank Holidays | Teachers’ Pension SchemeUp to £29,187.99 pa 7.4% Employee£29,188 - £39,290.99 pa 8.6% Employee£39,291 - £46,586.99 pa 9.6% Employee£46,587 - £61,742.99 pa 10.2% Employee£61,743 - £84,193.99 pa 11.3% Employee£84,194 and above pa 11.7% Employee23.68% Employer You will automatically become a member of the TPS |
| PROBATIONARY PERIOD | DRESS CODE |
| A probationary period of nine months applies to new entrants to the College | All post holders are expected to be of a professional and presentable appearance  Refer to Staff Professional Code of Conduct |
| REFERENCES / MEDICAL CLEARANCE / DISCLOSURE | |
| The appointment is subject to the receipt of satisfactory references, medical clearance and Disclosure & Barring Service check/ISA (if applicable).  Occupational Sick pay is not paid during the first four months of service and thereafter is subject to the College’s Sick Pay Scheme  Should your application be successful you will be sent further details via email from eSafeguarding. They are the Registered Umbrella Body we have chosen to complete the Disclosure and Barring Service (DBS) process on your behalf.  Please note that all new employees of the College will be required to pay for their DBS check via eSafeguarding at the time of application (at present £38.00 for an enhanced level check). | |
| **CONTINUING PROFESSIONAL DEVELOPMENT** | |
| In order to comply with the Further Education Teachers’ Continuing Professional Development and Registration (England) Regulations 2007, you are required to:   * complete a minimum number of hours of continuing professional development every year; * maintain a record of the CPD you have undertaken; * make that record available to the College   Failure to comply with these requirements may lead to your dismissal. Full details of the College’s policy in relation to Continuing Professional Development is available to all employees | |
| **REQUIREMENT FOR TEACHING QUALIFICATIONS/ASSESSOR AWARDS** | |
| Teachers employed in a further education institution are required to hold the teaching qualifications prescribed by the Further Education Teachers Qualifications (England) Regulations 2001 and the Further Education Teachers Qualifications (England) Regulations 2007.  The type of qualification required depends on a number of factors, including the date on which employment commenced and the type of post which is held  The Corporation will review with employees, either prior to commencement of employment or shortly thereafter, the qualifications required for the post that applied for and will provide such assistance as it deems reasonable to enable employees, if required, to secure requisite qualifications.  In the event that the requisite qualifications are not achieved within the period specified in the Regulations, the Corporation may have no alternative but to terminate employment and to this end the Corporation reserves the right notwithstanding any other provisions of this contract, to terminate employment by giving notice in accordance with clause 30.3 | |

**DBS UPDATE SERVICE**

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| The Disclosure and Barring Service (DBS) update service lets applicants keep their DBS certificates up to date online and allows employers to check a certificate online. | |
| **BENEFITS TO YOU** | **HOW TO REGISTER** |
| * Saves you time and money * One DBS certificate may be all you will ever need * Take your DBS certificate from role to role within the same workforce * You are in control of your DBS certificate * Get ahead of the rest and apply for jobs DBS pre checked | You can [register online](https://secure.crbonline.gov.uk/crsc/subscriber) as soon as you have your application reference number. You can ask for the number when you apply for your DBS check.  Or you can wait and [register](https://secure.crbonline.gov.uk/crsc/subscriber) with your certificate number when you receive your DBS certificate. **If so, you must do so within 30 days of the certificate being issued.**  To check the progress of your DBS certificate use the [DBS tracking service.](https://secure.crbonline.gov.uk/enquiry/enquirySearch.do)  **Registration lasts for 1 year and costs £13 per year (payable by debit or credit card only).**  You’ll get an ID number with your registration that you need to log on to the service. Make sure you write it down. |
| **WHAT YOU GET** | |
| When you join, you’ll get an online account that lets you:   * Take your certificate from one job to the next * Give employers permission to check your certificate online, and see who has checked it * Add or remove a certificate | |