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### **Job Description**

**Lecturers – Business**

Title of Post: Lecturers – Business – full time or part time posts

Section: Business School

Hours: 36 hours per week (full time); part time post expected to be 21.6 hours per week; 52 weeks per year

Grade: Uxbridge College Academic Pay Spine pt. 23 – 36

Reporting to: Section Manager: Business

Base: Uxbridge

# INTRODUCTION AND MAIN PURPOSE OF THE POST

Our Business School, based at Uxbridge Campus, offers a range of vocational and professional programmes from Level 1 to Level 5, a strong apprenticeships programme and professional certificates such as the CIPD, AAT and CMI. Working in collaboration with local and national employers, we successfully prepare learners for a wide range of careers and/or higher education, meeting the latest industry standards. Employer needs are central to our curriculum provision, and we are committed to equipping our students with the skills and techniques to navigate the digital landscape of the future. We are committed to ensuring every learner maximises the opportunities offered to them.

As a Lecturer, you will be joining a friendly and supportive team with a range of industry experience, committed to the success of our learners. With many training and development opportunities and scope for promotion within the College, you will be embarking on a varied and rewarding career. We welcome applicants from a range of business and professional backgrounds, and we will support you to develop your career in teaching, including fully funding the teacher training qualification, which is undertaken at the College.

# DUTIES

# Recruitment of Students

* Participate in open evenings and recruitment activities to ensure that potential applicants and students receive accurate information and guidance.
* Complete and contribute to the production of accurate information and fact sheets.
* Interview potential applicants and contribute to the School’s interviewing schedules.
* Contribute to the development, promotion and delivery of the School’s marketing and recruitment strategies.

I**nduction and Support for Students**

* Carry out student inductions and contribute to the design of induction
* Carry out academic progress reviews, including the completion of necessary documents such as predicted grade sheets.
* Where appropriate act as a named tutor and liaise with the College’s Attendance Co-ordinators to ensure the attendance, retention and achievement of students.
* Understand and keep up-to-date with student support and learning support arrangements, ensuring students have full information and making appropriate referrals.
* Where appropriate ensure that basic skills initial and diagnostic assessments are undertaken and that students receive effective learning support.
* Ensure that resources within your subject area are kept up-to-date and accessible to students and other staff in liaison with the curriculum managers and the College’s Learning Resource Centres.
* Prepare students for employability, career progression further education and/or higher education and training.
* Produce reports and attend events to provide information to parents/employers.
* Participate in the School’s enrichment programme for students.

# Design and Delivery of Programmes

* Teach students on a range of programmes and levels, mainly across Level 1 – 3 Level 3 BTEC and Access to HE programmes including Finance and Marketing units.
* Prepare schemes of work, lesson plans and resource materials for these programmes.
* Assist in producing course handbooks for these teaching areas as required
* Liaise with examination boards for any courses for which you have course responsibility.
* Engage with employers and other stakeholders to embed enhanced skills within the programme of study.
* Utilise IT and e-learning technology to deliver and assess all elements of the curriculum – in class and remotely.
* Utilise IT applications (i.e. MS Teams) to competently deliver remote sessions to learners
* Prepare assessment plans and schedules and ensure students are aware of your expectations.
* Implement policies on assessment and homework.
* Work towards the integration of students’ basic skills development in the delivery of teaching and learning.
* To ensure that students attend and achieve on all areas of their study programmes including maths, English and work experience.

# Curriculum Management

* Attend team and School meetings and College events as directed by managers.
* Keep records up-to-date, including the timely and accurate completion of registers, and other required documentation such as markbook, schemes of work, learner assessment record forms, Work experience and enrichment activities etc.
* Liaise with colleagues to ensure that new members of staff are fully apprised of requirements.
* Participate in the College’s staff appraisal and mentoring schemes.

# Quality

* Carry out student questionnaires and elicit student feedback on the quality of teaching and learning.
* Contribute to course reviews including reviews of your subject area and the setting, implementation and monitoring of action plans, and the quality assurance of units/programmes taught.
* Set targets for achievement, retention and attendance and participate in the College’s performance management programme.
* Participate in additional activities, such as projects on teaching, learning and assessment, as required.

# Other

* Keep knowledge and skills up-to-date through self-study and undertake staff development and secondments relevant to professional needs, including attendance at the Business School’s staff development programme.
* Take an active part in the College’s appraisal and mentoring processes.
* Promote Equal Opportunities and implement the College’s Equal Opportunities Policy.
* Provide a secure, safe and friendly learning environment including implementation of College’s Health & Safety Policy and Safeguarding Policy.
* Communicate effectively as part of the team
* Complete all documents necessary to comply with College HR policies, e.g. agency lecturer booking forms, sickness forms, appraisal forms, etc. and ensure all staffing records are kept up-to-date.
* Carry out any other duties commensurate with the scale and grade of the post.

# BACKGROUND

The post of lecturer involves considerable subject-based and pedagogic knowledge and understanding, and it is therefore essential that the post holder has a motivation for keeping themselves up-to-date with developments in their professional area and also in the practises of teaching and learning. Lecturing is more than just teaching; it includes all aspects of the learning process, including preparation and planning, and the assessment and evaluation of students. All post holders are expected to consistently review and assess their performance alongside colleagues and engage in positive and critical debate on pedagogic issues. All lecturers must be committed to inclusive learning and ensuring that they take on the very best practice to meet individual learner needs including the promotion of equal opportunities. All staff are required to implement College policies. Further Education is an ever changing service and all staff are expected to participate constructively in College activities and to adopt a flexible approach to their work. This job description will be reviewed annually during the appraisal process and will be varied in the light of the business needs of the College.

**Lecturers - Business:**

**Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Essential | Desirable | How assessed?\* |
| Qualifications |  |  |  |
| * A degree in Business or related subject area | **** |  | AF/Cert |
| * English and Maths at Grade C/4 or equivalent, or willing to achieve | **** |  | AF/Cert |
| * Minimum full Level 5 teaching qualification recognised by the FE sector (e.g. PGCE, DET) or willingness and ability to obtain a Level 5 teaching qualification, supported by the College | **** |  | AF/Cert |
| Knowledge and Experience |  |  |  |
| * Teaching or training experience | **** |  | AF/IV |
| * Experience of teaching and assessment on BTEC Business programmes |  | **** | AF/IV |
| * Able to demonstrate high levels of student retention and achievement |  | **** | AF/IV |
| * Experience of working in Business, and ability to embed industry/working practices into the curriculum |  | **** | AF/IV |
| * Ability to deliver Finance and Marketing units | **** |  | AF/IV |
| * Experience of designing and developing new course   programmes |  | **** | AF/IV |
| * Up-to-date knowledge of Business | **** |  | AF/IV |
| **Other Skills / Personal Attributes** |  |  |  |
| * The ability to engage, motivate and inspire vocational learners, with a particular focus on effective strategies for teaching 16-18 year old learners | **** |  | AF/IV/T |
| * Enthusiasm and commitment to teaching FE learners | **** |  | AF/IV |
| * Ability to employ effective classroom management strategies | **** |  | IV/T |
| * Ability to reflect on and evaluate own teaching/training practice, and understand how to implement improvements | **** |  | AF/IV |
| * Good communication skills, written and verbal | **** |  | AF/IV |
| * Good IT skills, including use of Microsoft software/tools such as Word, Excel, PowerPoint, Outlook and Microsoft Teams | **** |  | AF/IV |
| * Experience of utilising IT/e-learning within the curriculum – use of platforms such as Microsoft Teams and interactive technology |  | **** | IV/T |
| * Ability and willingness to deliver teaching and support learners remotely, via Microsoft Teams, when required | **** |  | IV/T |
| * Ability to embed Maths and English effectively into the curriculum | **** |  | IV |
| * Good interpersonal skills | **** |  | IV/T |
| * Ability to work effectively as part of a team | **** |  | AF/IV |
| * Commitment to continuing professional development | **** |  | AF/IV |
| * Understanding of and commitment to Equality and Diversity and Safeguarding | **** |  | AF/IV |
| * Commitment to implementing College compliance procedures and other policies | **** |  | AF/IV |
| * Ability to work on own initiative | **** |  | AF/IV |
| * Flexibility and ability to work some evenings if required | **** |  | AF/IV |
| * Self-motivation | **** |  | AF/IV |
| * Commitment to learners and learner achievement | **** |  | AF/IV |
| **Competencies**  *Academic staff should be able to demonstrate competency in all of the following areas:*  Communication; Planning and Organising  Interpersonal Sensitivity ; Adaptability/Flexibility  Results Focus |  |  | AF/IV |

\*Evidence of criteria will be established from:

AF = Application Form IV = Interview

T = Test (Micro-teach/Skills test) Cert = Certificates checked on induction

\*\*Qualifications that are equivalent to the Diploma in Education and Training (DET) include: DTLLS (Diploma in Lifelong Learning Sector); 7407 Stage 3/FE Certificate Stage 3; older Certificates in Education; Post Graduate Certificate in Education (PGCE) – FE and/or Secondary; any qualification that is recognised as fully qualified for the FE sector.