

## PERSON SPECIFICATION

Job Title	Lecturer (hourly paid)
Reference	
Department	International Language School
Grade	
Reports to	Alex Hallawell, Head of the International Language School

A = Application Form C = Certificate I = Interview	P = Practical Assessment R = References T = Test	Essential or Desirable (E or D)	Method of Assessment
<b>Approach/Values</b>			
A commitment to <b>Excellence</b> and the delivery of continuous improvement.			
The ability to adopt an <b>Ambitious</b> approach – using innovation and creativity to realise the College's vision.			
The ability to maintain <b>Focus</b> , adopting a professional and purposeful approach			
A demonstrable track record of accepting <b>Accountability</b> and taking responsibility for outcomes			
A commitment to <b>Inclusion</b> – demonstrating an open, welcoming and supportive attitude to Colleagues and Students.			
The ability to act with <b>Integrity</b> –displaying a fair, open and honest and accountable			
A demonstrable commitment to the Safeguarding of all learners within the College.			
Ability and determination to promote equality and diversity throughout all aspects of College life, including employment and service delivery.			
<b>Experience</b>			
Demonstrable and successful experience of teaching in the subject area.		E	A, I
Experience of teaching in the subject area, with positive outcomes for students.		D	A, I
Examples of having monitored and evaluated course quality on a ongoing basis leading to continuous improvement.		E	A, I
<b>Education</b>			
A level of Maths & English Qualifications relevant to the post (Level 2 minimum)			

\* The selection criteria are for guidance only and alternative methods may be used to assist the selection process.

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A relevant first degree or a professional qualification in the subject.		
A level 4 teaching qualification (e.g. Cert Ed, PGCE) or the willingness to achieve one in line with statutory requirements.		
Evidence of continuous professional development.		
<b>Skills</b>		
Appropriate current knowledge and skills related to the area of teaching required and a willingness to keep up to date.	E	A, I
A demonstrable ability to use inspiring teaching methods, produce engaging teaching materials and maintain up-to-date schemes of work.	E	A, I
Ability to conduct relevant practical activities in line with current health & safety regulation and carry out appropriate risk assessments.	E	A, I
The ability to undertake the interviewing, enrolment and tutoring of students, ensuring student and course compatible .	E	A, I
Administration and organisational skills including extensive use of basic desktop software applications.	E	A, I
The ability to contribute effectively to, and enhance the achievements, of a team.	E	A, I
The ability to relate to and motivate students from a variety of backgrounds and ages, and to employ effective teaching strategies tailored to that diversity.	E	A, I

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