

Job Description & Person Specification



CQTM for Health & Social Care

Salary:	£39,107pa inclusive Up to 10% scarcity allowance to be negotiated where applicable
Hours:	36 hours per week
Leave:	42 days annual leave plus bank holidays
Responsible to:	Director of Health, Care & Science
Line Management:	Teaching and support staff for Health and Social Care provision
Work closely with:	The Director and Curriculum and Quality Team Managers (CQTMs) in the area to form the management team for the Directorate Quality Improvement Team CQTMs and Cross College Co-ordinators from other Directorates Business Support Managers
Job Purpose:	To develop an appropriate and high quality curriculum offer that meets current and future demand. To develop additional Higher Education programmes, full cost provision, 24+ loan provision and employer responsive provision. You will be the lead in driving forward improvements in teaching, learning and assessment across the range of provision within the Health, Social Care and Early Years area. You will lead on self-assessment to ensure awarding body requirements are met.
Location:	This post will initially be based at the Main Campus, Isleworth

1. Curriculum and Quality

- a) Lead and co-ordinate curriculum innovation and development across Health and Social Care and Early years including full cost and evening provision.
- b) Manage course and subject review activities and self-assessment, ensuring that courses are matched to student need, and that actions are in place to improve teaching, learning and assessment
- c) Manage internal verification, external examination arrangements and liaison with external verifiers and validation/examination bodies
- d) Raise student success rates through a clarity of focus and outcomes to meet recruitment, retention, achievement and destination targets
- e) Work closely with the Learning to improve teaching, learning and assessment
- f) Carry out allocated teaching/assessing and associated duties in an appropriate curriculum area. The hours of class contact to be undertaken will be reviewed at intervals and will be determined in the context of the demands of the management role and the needs of the college.

2. Team management

- a) Lead and build a team of Health and Social Care and early years staff, running regular team meetings to ensure good communications are in place across the team
- b) Encourage collaborative working, sharing of good practice and debate about teaching, learning and assessment
- c) Consult on planning and ensure a team approach to quality issues
- d) Encourage peer observation, team teaching and visits to other colleges
- e) Manage the efficient and cost effective utilisation of both established and agency staff across the curriculum area.
- f) Promote apprenticeship provision across the Directorate

3. Individual staff management

- a) Line manage Health and Social Care/Early years teaching and support staff in accordance with the college's HR policies using a proactive approach with creative problem solving
- b) Provide encouragement, support and guidance to teaching staff, setting and maintaining high standards, in order to continue to raise the quality of teaching in the area
- c) Ensure supportive staff induction, coaching and target-setting for teaching improvements and strong mentoring and staff development for individuals
- d) Assist the Director in staff timetabling
- e) Along with the Curriculum and Quality Team Managers in the department, deputise for the Director as required

4. Student Support

- a) Co-ordinate the pastoral programme (tutorials, careers advice etc.)
- b) Liaise with the managers responsible for student support, including basic and functional skills, to ensure student needs are met
- c) Oversee and monitor student admissions, enrolment, induction and progression
- d) Be responsible for promoting good student attendance, punctuality and discipline

5. Resource Management and Health and Safety

- a) Assist the Director in setting and meeting curriculum area targets including student numbers, full cost targets and course viability
- b) Manage budgets for specified areas in accordance with college financial regulations.
- c) Promote the safe learner concept, ensuring appropriate health and safety activities are in place, including risk assessments for the curriculum area

6. External focus/liaison

- a) Undertake external liaison as required for the suite of Health and Social Care courses managed
- b) Keep up to date with strategic developments in both the Health and Social Care/Early years curriculum areas and local and national initiatives which might impact on the area, and ensure through visits to other institutions that best practice is disseminated across the team.
- c) Ensure marketing materials (fact sheets, course guides) are produced on time and in the correct format, having consulted with relevant Directors and CQTM's. Work proactively to promote the programme through participative recruitment activities: taster sessions, open days, visits.

7. General

- a) Carry out allocated teaching and associated duties in an appropriate curriculum area. The hours of class contact to be undertaken will be reviewed at intervals and will be determined in the context of the demands of the management role and the needs of the college.
- b) As a member of the management team of the college, undertake evening and Saturday duty in accordance with the Duty Rota.
- c) Adhere and comply with the college financial regulations.
- d) Undertake such other duties at appropriate levels of skill and responsibility as may be required.

Person Specification

Please study the items in this person specification carefully when completing your application form. We need evidence and practical examples of how well you meet each criterion.

1. Educated to degree level or equivalent, in a relevant curriculum specialism, with a recognised teaching qualification
2. Evidence of **continuous professional development**
With a focus on
 - impact on teaching and learning
 - curriculum innovation
3. Sound **specialist knowledge and teaching experience** in a relevant curriculum area
With a focus on:
 - curriculum innovation
 - inspirational teaching and learning
 - effective assessment strategies
4. Evidence of effective **curriculum leadership** in a relevant area and an ability to determine an imaginative vision for the curriculum
With a focus on:
 - curriculum development and planning
 - creative strategies for delivery
5. Ability to **manage teams and individuals**
With a focus on
 - pro-active, positive and clear approach
 - set and maintain high standards
 - support and develop
 - regular, consistent and structured contact
6. Understanding of the **national policy context** of the post schools sector
With a focus on:
 - impact on funding
 - impact on the future curriculum
7. Excellent **IT skills**
With a focus on:
 - improve management processes
 - teaching and learning
8. Experience of implementing, managing and monitoring **quality assurance** processes that have led to tangible improvements in standards for students
With a focus on:
 - clarity of focus and outcomes
 - creative and practical thinking
 - use and interpret data and information
 - internal and external verification procedures

9. The ability to translate the challenges faced by **marginalised groups** into curriculum strategies and student achievement

With a focus on:

- refugees and young people seeking asylum
- working class young people
- people experiencing poverty, deprivation and/or discrimination

10. Ability to give **leadership on equality and diversity** and to embed them into curriculum and staffing decisions

With a focus on:

- a vision for the curriculum
- creative ideas to ensure students have equality of opportunity, treatment and outcome
- confidence in talking about issues

11. **Communication:** ability to write complex reports, to articulate arguments, talk to groups, chair meetings and be empathetic, respectful and clear in one-to-one meetings

With a focus on:

- clarity and appropriate to audience
- structured and purposeful
- complex ideas with simplicity
- listen and empathise

12. Ability to practise the principles of **collaborative working**

With a focus on:

- consultation and involvement
- consensus and decision-making
- supportive structures and processes

Equality and diversity

West Thames College champions excellence, integrity, equality and respect.

This means we aspire to the highest achievements for our students and the best possible working environment for our staff.

The whole college community - women and men, younger and older, from different , social and ethnic backgrounds, a variety of faiths, cultures and languages, lesbian, gay and straight, disabled and non-disabled – we are all treated with the same respect and entitled to the same chances to succeed.

We champion diversity because we know that a rich mix of people makes the college a more productive and creative place to study and work.

And we champion equality because it is the right thing to do.

Reference no: 4HAC001

Closing date: 1.00pm, 02 October 2017

Interview Date: Week commencing 09 October 2017

Conditions of Service

Contract:	Permanent Full time
Hours:	36 hours per week
Salary:	<p>£39, 107 pa inclusive The salary offered for this post will be a spot salary on point 3 of the Management Spine scale.</p> <p>Up to 10% scarcity allowance to be negotiated where applicable</p> <p>Spot salary means there is no entitlement to any incremental pay increase.</p>
Pension:	Staff are entitled to participate in the Teachers Superannuation Scheme subject to its terms and conditions.
Annual Leave:	42 days per annum plus public holidays.
Teaching Qualifications:	<p>Lecturing staff are required either to have upon commencement of employment, or to obtain within a specified period after commencement the qualifications required for the post.</p> <p>The type of qualification required and the time period for acquiring it, depend upon a number of factors, including the type of post that is held, the teaching that is undertaken, and whether the lecturer works full-time or part-time.</p>
Probation:	<p>Employees who commence their employment between 1 September and 31 May inclusive will be subject to 26 weeks probation before their employment can be confirmed as permanent.</p> <p>Employees, who commence their employment between 1 June and 31 August, and those with term time only contracts, will be subject to 36 weeks probation period before their employment can be confirmed as permanent.</p> <p>The extended period of probation is ensure that there is an adequate period of “normal” working during which to provide support and assess an employee’s performance.</p>
Disclosure	The post will be offered subject to an enhanced Disclosure satisfactory to West Thames College which will be conducted by the Disclosure and Barring Service.