**TRAFFORD COLLEGE**

**Person Specification**

|  |  |  |
| --- | --- | --- |
| **Lecturer in Sociology** | | |
|  | **Essential** | **Desirable** |
| **Qualifications**  Degree in Sociology or related subject  A teaching qualification, with a commitment to achieve a level 5 qualification within 2 years.  English and Maths to Level 2 or a willingness to work towards | E  E  E |  |
| **Experience**  Experience of teaching A Level Sociology  Experience of teaching A Level Psychology  Experience of using ILT to enhance the learner experience  Experience of delivering good or outstanding teaching, learning and assessment | E  D  E  E |  |
| **Knowledge, Skills, Abilities linked to professional competencies**   * **Consistently deliver great teaching, learning and assessment**   Comprehensive knowledge of the subject area.  The ability to plan and deliver teaching, learning and assessment to meet each learner’s needs  The ability to assess learners’ starting points and monitor their progress, set challenging tasks and build on and extend learning for all learners  The ability to deliver detailed and timely feedback following assessment of learning  The ability to develop English and maths as part of a learners’ programme  A knowledge of how to embed diversity into a learning programme  Comprehensive knowledge of ILT and the ability to use ILT to enhance the learning experience.   * **Great customer service**   Empathy and the ability to recognise the different needs of others and commitment to want to meet those needs.  An interest in the learners and a commitment to support them to achieve their best.   * **Vision and effective leadership**   The ability to inspire, motivate and develop the capabilities of learners resulting in the delivery of outcomes  Leadership skills including an imaginative approach to problem solving and conflict resolution.   * **Manages performance**   The ability to respond positively to change whilst maintaining performance levels.  Self-confidence and an ability to tenaciously challenge under performance of learners.  The ability to prioritise and deliver a set of objectives.   * **Positive and constructive communication**   Excellent communication skills and the ability to give and receive feedback to improve performance.  The ability to develop positive, supportive and coaching relationships with learners.   * **Collaborative teamwork**   The ability to work as a member of a cohesive team and build productive relationship with colleagues, customers and key stakeholders.  The ability to build networks and relationships and understand stakeholder perspectives for the benefit of the organisation.  Evidence of working effectively across internal or organisational boundaries to deliver the best result for learners.   * **Continuous Improvement**   Experience and evidence to supporting learners to achieve their maximum potential.  Evidence of responding to feedback to personally develop. | E  E  E  E  E  E  E  E  E  E  D  E  E  E  E  E  E  E  E  E  E |  |
| **Other essential requirements**  Evidence of continued professional development within the subject area/curriculum field the post relates to.  The post holder is expected to undertake the relevant CPD to achieve all necessary qualifications and maintain relevant and up to date expertise. |  | |