

# Job Description and Person Specification



## Lecturer in Biology & Science

<b>Salary:</b>	<b>Incremental scale £27,597 - £36,990 pa inclusive (Please read "Explanation of Lecturer Salary" attached)</b>
<b>Hours:</b>	<b>36 hours per week</b>
<b>Leave:</b>	<b>47 day annual leave plus bank holidays plus up to 5 days Christmas efficiency closure</b>
<b>Reports to:</b>	<b>Curriculum and Quality Team Manager</b>
<b>Location:</b>	<b>This post will initially be based at the Main Campus, Isleworth</b>

**The purpose of the post is:** to contribute to the teaching and learning activities on the range of courses within this Curriculum Area. These currently include ESOL Biology, GCSE Biology, Access Biology units and HNC/HND Applied Biology. You will also be required to teach on the BTEC Science courses which are currently offered at Levels 1 to 3.

### Teaching

1. Assist the Curriculum and Quality Team Manager in the development of student centred teaching/learning strategies and deliver high quality teaching and learning.
2. Advise and assist the Curriculum and Quality Team Manager with regard to course development and modification.
3. Negotiate targets for performance with the Curriculum and Quality Team Manager and ensure that agreed action is taken to ensure continuing improvement to the quality of the provision.
4. Liaise with other lecturers and other appropriate staff regarding matters of assessment, student progress, work placements and other organisational matters.
5. Ensure that reports relating to students' progress are prepared for employers, parents or sponsors as appropriate.
6. Report to and consult with the Curriculum and Quality Team Manager to ensure that agreed practices are consistently followed, particularly in respect of all review, evaluation and planning activities, including team meetings.
7. Prepare students' references for employment, Further and Higher Education.
8. Ensure students are entered for appropriate examinations.
9. Arrange for students to receive advice regarding careers and further educational opportunities from Careers Advisory staff.

## **General**

1. Promote and support equality of opportunity in all aspects of the post, and undertake training where necessary, in accordance with the agreed equal opportunities policy.
2. Promote a positive image of the college in all contact with students, employers and professional bodies.
3. Adhere and comply with the college financial regulations.
4. Contribute a mutually supportive approach to the achievements of the mission and strategic objectives of the college.
5. Participate in relevant promotional and marketing events.
6. Liaise with appropriate student support agencies within the college, e.g. college counsellors, nurses, student liaison officer.
7. Liaise as required with relevant external agencies.
8. Undertake additional duties at enrolment times as required, including evening work.
9. Carry out such other related duties as may be required by Curriculum and Quality Manager/Director.

# Person Specification

Please study the items in this person specification carefully and when completing your application form try to describe your knowledge, skills and experience in terms of those particular items:

1. Have a degree or equivalent in an appropriate discipline.
2. Possess a recognised teaching qualification or be prepared to complete training within an agreed timescale.
3. Have relevant experience in teaching Biology and another science to 16-19 year olds and adult students.
4. Show commitment to and be able to provide evidence of continuous professional development and demonstrate its impact on teaching and learning.
5. Relevant recent experience of delivering recognised qualifications in this subject area such as GCSEs, A Levels, Access Science and BTEC Science.
6. Able to demonstrate ability to motivate students and commitment to a student centred approach to learning, and the use of ILT.
7. Ability to respond to the needs of students from a wide range of learning backgrounds.
8. Possess appropriate IT skills relevant to the post, or be willing to undertake training.
9. Possess the Training, Assessment & Quality Assurance (TAQA) qualifications for assessors and verifiers or be committed to attaining these awards.
10. Possess a Literacy and Numeracy qualification at Level 2
11. Possess good communication skills.
12. Be able to work to deadlines.
13. Be able to work as part of a team.
14. Have an awareness and understanding of equal opportunities
15. Have an awareness and understanding of Safeguarding, Prevent and how to embed these into the curriculum

## **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.

**Closing date: 1.00pm, 20 July 2017**

**Reference No: 1SCI007**

**Interview date: 08 August 2017**

## **EXPLANATION OF LECTURER SALARY**

1. Lecturers' salaries are on an incremental scale from point 7 to point 14 inclusive (£27,597 to £36,990). The pay scale is available on request.

### **For main grade lecturers**

2. All new entrants are placed on point 7 of the scale, which is £27,597 pa inclusive, unless s/he has two or more year's experience, in which case the starting point is 8.
3. Where there is evidence of current earnings in excess of point 7, the applicant may be placed at the salary point higher than their current salary.
4. Progression from point 7 to 11 is automatic and is awarded annually on the anniversary of the date of appointment. In other words, every year the postholder will receive an incremental point increase (very approximately £1,000) in addition to the cost of living increase received by all staff.
5. When postholders have been at point 11 for one year, they will be invited to apply to progress to point 12 on the scale. Lecturers have to meet a simple set of criteria to ensure that they are performing satisfactorily and will then progress to point 12.
6. Progression from point 12 to point 14 is automatic and will be awarded annually on the anniversary of the date of appointment. Again, this means that every year the postholder will receive an incremental point increase (very approximately £1,000) in addition to the cost of living increase received by all staff.

# Conditions of Service

<b>Contract:</b>	Permanent Full time
<b>Pension:</b>	Staff are entitled to participate in the Teachers Superannuation Scheme subject to its terms and conditions.
<b>Annual Leave:</b>	47 days per annum plus public holidays. In the interests of efficiency, the Corporation may decide to close for up to 5 working days in each year. These days will be awarded as additional leave.
<b>Teaching Qualifications:</b>	<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 Individual works full-time or part-time.</p>
<b>Hours:</b>	36 hours per week
<b>Probation:</b>	<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>
<b>Disclosure</b>	The post will be offered subject to an enhanced Disclosure satisfactory to West Thames College which will be conducted by the Criminal Records Bureau.

## **Additional information for teaching applicants**

West Thames College is committed to striving towards being an outstanding college.

As part of our commitment we offer our staff an entitlement to strong and supportive line management along with staff development opportunities and we provide 3 dedicated Development Days per year for specific staff training.

### **IT Skills**

To enable us to meet our target of being outstanding we require that our teaching staff have a minimum level of IT skills:

- ability to use email
- understanding of WORD
- understanding of EXCEL
- ability to research via the internet
- ability to undertake basic IT trouble shooting

### **Literacy Skills**

In accordance with the Life Long Learning UK regulations teaching staff are required to possess specific levels of literacy skills.

You will be required to provide evidence that you possess literacy skills at Level 2 which is equivalent to GCSE English, grade C or above. If you are unable to provide this evidence you will be required to complete a skills test to assess your literacy skills.

The assessment consists of 40 questions and the pass mark is 30. The assessment can last up to one hour.

### **Induction**

We offer support and guidance to all new staff via our induction process. To identify the training needs and support required for new staff our selection process for lecturers will consist of the following:

1. A formal panel interview where you will be assessed against the person specification criteria.
2. A micro teach. You will be given a topic on which to prepare a micro teach and will be required to present this to a panel. If the topic is given on the day you will be given preparation time.

Training needs identified at interview will form part of your individual Induction training plan.

**If you do not possess the minimum requirement upon entry into the organisation your manager will identify your needs via the Induction or Probation process and you will be enrolled onto an in-house course to ensure you meet the standards required to undertake your role.**