JOB DESCRIPTION

POST TITLE	:	Fitting Trainer
SALARY	:	Up to £35,718
RESPONSIBLE TO	:	Head of Construction and Engineering
CLOSING DATE	:	5.00pm, Monday 30 November 2026
INTERVIEW DATE	:	Wednesday 9 December 2026

Main Purpose of the Post

Burnley College is seeking a knowledgeable and experienced Engineer with expertise in Fitting to join our highly successful Centre of Engineering Excellence as a Trainer.

This is a rewarding role, giving you the opportunity to see young people gain new skills, grow in confidence, and become the future engineers across East Lancashire. Many of our outstanding training staff have successfully transitioned from industry into education, using their experience to challenge, inspire and develop the next generation of engineers.

As a Fitter and Mechanical Maintenance Trainer, you will plan, deliver and review the development of underpinning knowledge, practical skills and professional behaviours within a workshop environment. You will guide apprentices through their learning journey, track and record their progress, and ensure they are fully prepared for end-point assessment and their future engineering careers.

You will also be responsible for an allocated workshop section, maintaining high standards of health, safety and compliance, while ensuring that performance targets and learner outcomes are consistently achieved.

This role offers the opportunity to make a real impact on the region's workforce development and help shape the future of technical education in Lancashire.

Responsibilities – Employer Engagement Specialist

1 Deliver engaging and practical training in Engineering Fitting and Mechanical Maintenance, helping apprentices build the skills to succeed in their careers.

2 Inspire and support learners to achieve their goals, providing feedback, guidance, and encouragement throughout their apprenticeship journey.

3 Monitor and record learner progress, ensuring they are prepared for assessments and future employment.

4 Manage an allocated workshop area, ensuring equipment, resources and health and safety standards are maintained.

5 Work with employers and colleagues to make sure training meets business needs and industry standards.

6 Contribute to meeting apprenticeship recruitment, retention and achievement targets.

7 Support continuous improvements in teaching, learning and workshop delivery.

8 Ensure compliance with College policies, safeguarding, and health and safety requirements.

9 Take pride in seeing learners develop into the future skilled engineers of East Lancashire.

PERSON SPECIFICATION

POST: Fitting Trainer

DIVISION: Engineering

		Essential (E) Desirable (D)	To be identified by:
QUALIFICATIONS			
1	A recognised engineering qualification (e.g. NVQ Level 3, HNC or equivalent)	E	Application form
2	Willingness to complete a teaching/ training qualification if not already held.	D	Interview
KNOWLEDGE			
1	Significant industry experience in Fitting and/or Mechanical Maintenance	E	Application form
2	Knowledge of apprenticeship standards and the engineering skills needs of local employers	D	Application form
EXPERIENCE			
1	Strong practical skills with the ability to demonstrate and explain techniques clearly	E	Application form/ Interview
2	Excellent communication and interpersonal skills, with the ability to motivate and inspire apprentices.	E	Application form/ Interview
3	Commitment to supporting young people to develop skills, confidence and successful careers	E	Application form/ Interview
4	Good organisational skills with the ability to manage workshop resources and maintain safe working practices	E	Application form/ Interview

We are committed to Equality and Diversity and to selection on merit. We welcome applications from all sections of society.

disability confident EMPLOYER

5	Experience of delivering training or mentoring within an educational or workplace setting	D	Application form
6	Experience in managing workshop environments and maintaining equipment	D	Application form

STANDARD COLLEGE REQUIREMENTS

1	Commitment to College's Single Equality and Health & Safety Policies	E	Application Form/ Interview
2	Good teamworking skills and commitment to teamworking	E	Application Form/ Interview
3	The College is committed to safeguarding and expects all staff to share that commitment	E	Application Form/ Interview/DBS References