Graduate Teaching Programme (GTP)

Cyber, Software and Engineering

APPLY TODAY

1. About Us

Gloucestershire College **(GC)** is a further and higher education institution in Gloucestershire. We offer a wide range of academic and vocational courses, including **apprenticeships, professional qualifications, university-level degrees, and adult education programmes**.

Our 2026 Graduate Scheme is open to graduates with a background in computing or cyber and typically combines academic study with hand-on experience, leading to a teaching qualification or professional assessor certification.

Key Facts About GC:

- **Campuses:** With sites in Cheltenham, Gloucester and Cinderford our campuses are in great locations; our Cheltenham campus is situated near to the new Cyber Park development and 5 minutes from the M5, Cinderford is home to our Outdoor Adventure Academy and the Gloucester campus is situated at Gloucester Quays.

- **Courses Offered:** Including **business, engineering, IT, health & social care, construction, creative arts, hospitality, and more**.

- **University Partnerships:** We work with universities such as the University of West of England to offer degree programs.

- **Apprenticeships:** We offer strong employer links and apprenticeship programs in collaboration with local and national businesses.

- **Adult Learning & Professional Training:** We provide retraining and upskilling opportunities for adults.

Benefits

When you join us, you'll enjoy a wide range of benefits designed to support your well-being, growth, and success:

- **Generous Pension Scheme:** Secure your future with membership in the Teachers' Pension Scheme (TPS).

- **Enhanced Holiday Allowance:** Enjoy an excellent annual leave package, giving you plenty of time to relax and recharge with 2 weeks off at Christmas and 38 days holiday.

- **Professional Development:** Access comprehensive training, CPD opportunities, and career progression pathways, including full funding for your teaching qualifications.

- **Wellness and Mental Health Support:** Benefit from wellness initiatives and free access to an Employee Assistance Programme (EAP) offering 24/7 confidential advice and counselling.

- **Exclusive Discounts and Perks:** Enjoy discounts on high street brands, supermarket shopping, and more via our employee perks program.

- **Technology Support:** Stay connected with the latest IT equipment and support for digital tools to enhance your work.

- **Family-Friendly Policies:** Take advantage of enhanced maternity, paternity, and adoption leave, plus support for parents and carers.

- **Cycle to Work Scheme:** Save money on your commute and promote sustainability with our bike purchase scheme.

- **Social and Networking Opportunities:** Join a vibrant community of colleagues with regular social events and team-building activities including our Summer Festival.

- **State-of-the-Art Facilities:** Work in inspiring, modern spaces equipped with cutting-edge technology. Make the most of our campuses with on-site coffee shops, restaurants, and parking.

- **Free or Discounted Courses:** Pursue personal or professional growth with access to free or reduced-price courses at the college.

2. The Programme

Here at GC, we know that excellent teaching is key to learning, but we also believe brilliant facilities make learning so much easier.

Our 3-year graduate scheme offers a variety of routes for teaching graduates. We will provide you with an exceptional foundation on which you can build a rewarding career by offering:

- Full financial support to complete teaching qualifications

- Exposure to our engineering and computing partners through collaborative working

- Access to an active support network of experience lecturers and coaches

- Contribution to you career portfolio and CPD

- Designated mentors for both your qualification and industry exposure

- Access to outstanding facilities

- Protected time to complete your qualifications and coaching

3. The Team

You will join a team of trainer assessors who deliver a range of IT, software and cyber apprenticeships ranging from level 3 to level 6 degree. We have a range of skilled staff who have vast knowledge with industry experience and academia. We have a state-of-the-art teaching facility called ADA at our Cheltenham campus, which allows us to deliver creative and innovative lessons linking back to the workplace to provide an exciting, challenging learner experience.

The Engineering Department at Gloucestershire College offers a dynamic range of vocational and academic courses designed to equip students with the skills and knowledge necessary for successful careers in various engineering fields. With specializations in areas such as mechanical and electrical, engineering, the department provides both theoretical and practical learning experiences, ensuring students develop a strong foundation in engineering principles alongside hands-on skills.

Our students benefit from state-of-the-art facilities, including well-equipped workshops and laboratories, where they can engage with industry-standard tools and technologies. The department places a

strong emphasis on employability, with many courses incorporating real-world projects, apprenticeships, and industry placements, giving students valuable work experience and a clear understanding of the sector's demands.

The college offers a wide range of courses in engineering, from Level 2 to Level 3 (advanced) qualifications, as well as higher education pathways such as HNCs and degrees in Engineering apprenticeships as well as full time courses. These programs are designed to meet the needs of both students and local employers.

With strong connections to local industries and employers across Gloucestershire and beyond, the Engineering team ensures that the curriculum remains relevant and aligned with industry standards. The staff, many of whom have industry experience, provide expert guidance, helping students gain practical problem-solving abilities and preparing them for successful careers in the ever-evolving engineering sector.

Our courses are based at Gloucester and Cheltenham and roles are campus based due to being student facing.
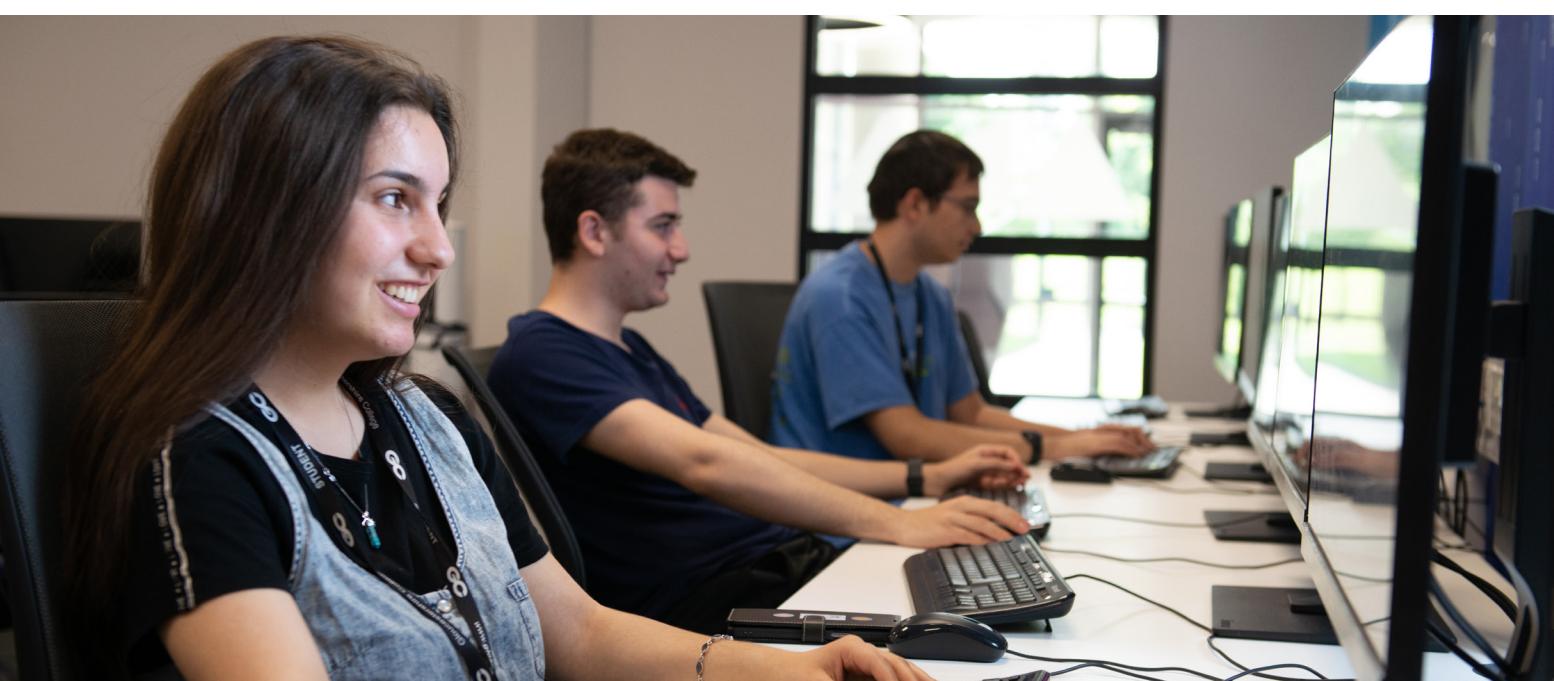
4. The Job

As an Assessor, we will support you through coaching and academia to motivate, inspire and lead apprentices in the achievement of their apprenticeship on time and to a high standard, we are looking for graduates with specialism's in areas such as Software programming, data analysis, web development and deployment and machine learning.

To achieve this, you will:

- Develop and deliver creative and inspiring lessons that meet the needs of the Apprenticeship Standard preparing the learner for End Point Assessment and achievement of qualification(s)

- Complete the CAVA assessor award and as a minimum level 3 teaching award.

- Develop a range of effective resources, including appropriate use of new and emerging technologies ensuring they are inclusive, promote equality and engage with diversity.

- Implement and administer all assessment and internal quality procedures as laid down by the General Conditions of Recognition from Ofqual and other regulatory bodies, including the Institute of Apprenticeships and Technical Education

- Support, train and guide apprentices and learners to develop their personal and professional attitudes, skills and abilities to have a positive impact in their employment

- Participate in apprenticeship assessment in the workplace and portfolio building, and learner reviews as required

- Contribute to the achievement of targets in respect of attendance, retention and achievement

- Maintain an on-going programme of personal professional development in order to achieve high standards in line with the requirements of the Awarding Body, Professional Body and the College's Quality Assurance policies and procedures

- To prepare learners for End Point Assessment

- To compile and maintain documentation in relation to the progress of learners against specified targets and provide evidence and reports in relation to this as required

- To develop and take responsibility for the delivery of individual training plans tailored to candidate needs

- To promote training opportunities to employers and contribute to the development of new business

5. Our Values

Be Respectful

- To be respectful of self, others, property and environment when at college or representing the college.
- To care for one another, our surroundings and the community.
- To be inclusive of others and everyone; listening, respecting and showing consideration for people's qualities, differences, beliefs and views.
- To create a sense of trust, safety and wellbeing.
- To be non-judgemental and polite. Be friendly, welcoming, supportive and inclusive.
- To demonstrate respect through all forms of communication.

Be Responsible

- To take ownership of our behaviours, attitude and personal development.
- To be responsible and accountable for our own actions and the impact that we have on the College, and wider community.
- To be mindful of the wellbeing of others.
- To consider the way in which we communicate with others, making sure our communications reflect the College Values.

Be Ambitious

- To become the best possible version of ourselves.
- To demonstrate and commit to continuously improving learning and succeeding for yourself, for others and the college.
- To show positive aspirations and determination in our plans and actions.
- To be supportive of everyone and encourage their positive ambitions.
- To provide opportunities for everyone to improve and succeed.
- To be ambitious and aspirational for our learners and one another and celebrate successes.

Be Collaborative

- To work as part of a team or teams, to support each other to contribute to the success of self, others and the GC community.
- To contribute, listen, communicate and work with each other to develop and grow together.
- To work together with purpose to have a positive impact on the College and be responsive to change.
- To be inclusive, encouraging and supportive when working as a team.
- To use effective communication when working together.
- To be a team player, by being reflective, creative and sharing ideas that support improvements.

4. Application Information

Gloucestershire College is committed to safeguarding children and vulnerable adults and any offer of employment will be subject to a number of conditions.

If you are shortlisted, you will be asked to complete a self-declaration of your criminal record or any information that would make you unsuitable to work with children. Generally, we are permitted to ask whether an applicant has any convictions, cautions, reprimands or final warnings which would not be filtered in line with current guidance, as defined by The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This Order sets out the circumstances in which an individual can be asked about spent convictions (but not protected convictions or protected cautions) and when an employer can consider these. This includes "any employment as a teacher in a school or establishment for further education and any other employment which is carried out wholly or partly within the precincts of a school or establishment for further education, being employment which is of such a kind as to enable the holder to have access to persons under the age of 18 in attendance at the school or establishment for further education in the course of his normal duties."

As this role involves engaging in "regulated activity" relevant to children, and in line with our legal obligations, before filling out this application you should be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

In line with KCSIE and having regard to all relevant guidance, there is a requirement for providing satisfactory references and online searches will be conducted for candidates. The purpose of this search is to identify any incidents or issues that have happened, and are publicly available online, which we may need to explore further as part of our pre-screening checks. The level of check undertaken will be consistently applied across all applicants and may include both social media and a general internet search.

A satisfactory DBS Enhanced Disclosure will also need to be obtained as a requirement of the job.

APPLY TODAY!

Jobs at GC | Gloucestershire College (gloscol.ac.uk/jobs-at-gc)