



About the Role – Employment Details

Post Number	A156
Job Title	Graduate Lecturer in Engineering Mechanical /Electrical
Salary	Starting salary of £33,504.38 + £4,000 scarce skills joining bonus*
Contract Type	Permanent, 37h per week
Campus	Gloucester
Department	Engineering
Responsible To	Head of Engineering IT and Cyber
Holiday	38 days' annual leave, plus an additional 3 days during Christmas.
Pension	Teachers' Pension Scheme

**payable to applicants only on completion of 12 months service. For more information, please contact us at people@gloscol.ac.uk*

About the Role – Meet the Team

Gloucestershire College is recruiting an Engineering Lecturer to join our growing and forward-thinking Engineering Department.

The purpose of this role is to deliver Mechanical and Electrical/Electronic units across a range of qualifications from Level 2 to Level 6, including full-time study programmes and apprenticeship pathways. You will contribute to high-quality teaching within both mechanical and electronic contexts, supporting learners as they develop the technical and professional skills required for modern engineering careers.

Teaching experience is not essential; what matters most is your industry knowledge, enthusiasm, and commitment to developing the next generation of engineers. We will fully support you to gain your teaching qualification, and you will be welcomed into an experienced team who will guide and mentor you as you grow into the role.

You will help create a rich, practical, and industry-aligned learning experience, enabling learners to work confidently across a range of engineering disciplines. To deepen and refine learners' skills over time, they need access to teaching approaches that challenge them and reflect real-world engineering practice. This is supported by the core areas of engineering education: problem solving, technical skills, professional practice, communication, and applied knowledge.

Your aim will be to deliver and assess technical content across mechanical and electrical/electronic engineering, including hands-on workshop and laboratory activities. You will also support learners in producing evidence for assessment through practical projects, applied tasks, and professional portfolios of work.





We work with Pearson, City & Guilds, and EAL awarding bodies, and our Engineering Department offers industry-focused courses supported by modern workshops, specialist labs, and a team of experienced staff.

This is a campus-based role at either our Gloucester or Cheltenham site, working directly with learners to help them build the skills, confidence, and knowledge they need for successful engineering careers.

A career with us means much more than just a salary — our people are our greatest asset.

We provide an empowering, values-driven environment where every colleague plays a part in inspiring the next generation. We are passionate about learning and committed to developing our staff both professionally and personally, ensuring you have everything you need to make this your next success.

We value mutual respect and believe that trust, civility, and collaboration bring out the best in people. Working with committed colleagues, you will also benefit from our attractive staff benefits package — please see our benefits link for more details.

We celebrate the diversity of our students, staff, partners, and community. We welcome applicants from all backgrounds and are committed to building a workforce that reflects a broad mix of people, including those from minority ethnic backgrounds, LGBTQ+ communities, people with disabilities, and those who are under-represented in the sector.

Your engineering skills are more valuable than you realise.

Sharing your expertise and shaping the next generation of engineers can be incredibly rewarding. But don't just take our word for it — hear from those already doing it.

[What's it like to teach in FE? – Share Your Skills \(teach-in-further-education.campaign.gov.uk\)](https://www.teach-in-further-education.campaign.gov.uk)

About the Role – Duties and Responsibilities

Teaching & Learning

- Plan and use a range of effective and appropriate teaching and learning techniques and resources to engage and motivate learners and encourage independence and learner autonomy, which meet curriculum requirements and the aims and needs of all the learners.
- Establish a purposeful and motivating learning environment where learners feel safe, secure, confident and valued. Promote and maintain appropriate behaviour, communication and respect for others, while challenging discriminatory behaviour and attitudes.
- Provide opportunities for learners to understand how the specialist area relates to the wider social, economic and environmental context.
- Evaluate the efficiency and effectiveness of own teaching, including consideration of learner feedback and learning theories. Use mentoring and/or coaching to support own and others' professional development, as appropriate.
- Collaborate and communicate appropriately with colleagues and external agencies to encourage learner progress.





- Secure as part of the delivery team, outstanding success for all learners and assist in ensuring targets for recruitment, retention, achievement and success, attendance and progression are met.
- Mark and assess students' work, in line with college policies and procedures and awarding body regulations and provide effective feedback to learners to help them improve, including in relation to English and Maths.
- Work with learners to address individual learning needs and overcome identified barriers to learning.
- Refer learners to information on potential current and future learning and career opportunities and appropriate specialist support services.
- Play an active role in the marketing of the College and the Department through such activities as open days and through liaison with local employers.
- Be aware of, and maintain compliance with, all departmental and College requirements relating to Health and Safety.

About the College – Our Expectations

- Take an active part in Professional Development Conversations (PDC)
- Engage with all relevant Health & Safety regulations and assist the College in the implementation of its own Health & Safety Policy
- Actively promote the College's Equality and Diversity Policy
- Actively promote the College's Safeguarding Policy and Practices
- Support the College's sustainability policies and recognise the shared responsibility of carrying out duties in a resource efficient way
- Participate in enrolment
- Participate constructively in college activities and to adopt a flexible approach to your work.
- Undertake a first-aid qualification and participate in the first aid rota, as required.
- Undertake any other relevant duties as specified by your line manager commensurate with the level of this post

About You

Our Shortlisting Criteria

Essential	<ul style="list-style-type: none"> – Knowledge of Engineering is current and appropriate to the teaching context – HND or Degree level in a relevant Engineering based subject – Minimum GCSE grade C or equivalent Level 2 in English and mathematics. – Willingness to undertake Equality and Diversity and Safeguarding training. –
Desirable	<ul style="list-style-type: none"> – Prior teaching experience to both apprentices and Full-Time students – Assessor award – PGCE, DTTLs, Certificate in Education (or willingness to complete).





The Perfect Person for us will demonstrate

<p>Abilities</p>	<ul style="list-style-type: none"> – Motivate and inspire young people to want to achieve their individual learning aims and qualifications – Manage and handle conflict and challenging behaviour as it arises both inside and outside the classroom – Excellent team player with good communication skills, including written, oral and non-verbal communication – Communicate effectively and appropriately using different forms of language and media, including new and emerging technologies – To manage own time effectively by planning and prioritising own work load and reacting positively to changes as they occur – Provide constructive feedback to learners and colleagues where appropriate
<p>Job Circumstances</p>	<ul style="list-style-type: none"> – Able to travel between college sites (if required) – Undertake any training required for the role – Hold an Enhanced DBS check with child barred list check or be willing to undertake a check. – This job description outlines the main duties at the time it was written. Tasks may change, but the role's overall nature and responsibility remain the same. These changes are normal and don't justify a change in the post's grading.

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. 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.

