



About the Role – Employment Details

Post Number	A129
Job Title	Lecturer in Art & Design
Salary	£27,432.30 - £36,160.95 Per annum
Contract Type	Permanent, 37 hours per week, 52 weeks per year
Campus	Gloucester Campus
Department	Arts and Media
Reporting To	Head of School for Arts and Media
Holiday	38 days' annual leave, plus an additional 3 days during Christmas
Pension	Teachers' Pension Scheme

About the Role – Meet the Team

Gloucestershire College is recruiting a Lecturer in Art & Design to join our Arts and Media team.

The purpose of the role is to plan and deliver engaging and meaningful teaching and learning that inspires and motivates learners, whilst preparing them for next steps, whether that be in education or employment. The successful candidate will be part of a dynamic, industry-focused team who deliver Pearson vocational qualifications to a diverse range of learners across levels 1 to 5. We are seeking to appoint an individual with experience of working in the creative industries and strong practical skills. The successful candidate would need to have a teaching qualification or be willing to undertake training.

In this flexible role, which may include some evening work, you will be responsible for delivering high-quality teaching in Art and Design and supporting students in developing their creative and technical skills. You will plan and deliver engaging lessons that inspire and challenge young people, adapting your approach to meet a range of learning needs and abilities.

You will have experience teaching young people and a strong understanding of contemporary and traditional art practices, with a wide-ranging skill set across different artistic disciplines. Your expertise may include areas such as drawing, painting, printmaking, digital media, sculpture, or textiles, and you will be confident in guiding students through both practical and theoretical aspects of art and design.

Working closely with colleagues, you will help maintain a dynamic and well-equipped learning environment, support the smooth running of studio spaces, workshops, and exhibitions, and ensure students have access to the resources and guidance needed to excel.





About the Role – Duties and Responsibilities

Learning and teaching

- Provide learning and assessment activities which meet curriculum requirements and the aims and needs of all the learners.
- Plan and use a range of effective and appropriate teaching and learning techniques to engage and motivate learners and encourage independence and learner autonomy.
- Select and develop a range of effective resources, including appropriate use of new and emerging technologies ensuring they are inclusive, promote equality and engage with diversity.
- Establish a purposeful and motivating learning environment where learners feel safe, secure, confident and valued.
- Establish and maintain procedures with learners which promote and maintain appropriate behaviour, communication and respect for others, while challenging discriminatory behaviour and attitudes.
- Use listening and questioning techniques appropriately and effectively in a range of learning contexts.
- Provide opportunities for learners to understand how the specialist area relates to the wider social, economic and environmental context.
- Work with learners to address particular individual learning needs and overcome identified barriers to learning.
- 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.
- Evaluate and improve own communication skills to maximise effective communication and overcome identifiable barriers to communication.
- Collaborate and communicate appropriately with colleagues and external agencies to encourage learner progress.
- Work with colleagues with relevant learner expertise to identify and address literacy, language and numeracy development in own specialist area.

Assessment

- Devise, select, use and appraise assessment tools, including where appropriate, those which use new and emerging technologies.
- Develop, establish and promote peer and self-assessment as a tool for learning and progression.
- Design and apply appropriate methods of assessment fairly and effectively.
- Apply appropriate assessment methods to produce valid, reliable and sufficient evidence.
- Collaborate with others, as appropriate, to promote equality and consistency in assessment processes, participating fully in internal and external verification.
- Ensure that learners understand, are involved and share in responsibility for assessment of their learning.
- Contribute to the organisation's quality cycle by producing accurate and standardised assessment information and keeping appropriate records of assessment decisions and learners' progress.





Professional values and practice

- Use opportunities to highlight the potential for learning to positively transform lives and contribute to effective citizenship identifying the transferable skills they are developing, and how these might relate to employment opportunities.
- Encourage learners to recognise and reflect on ways in which learning can empower them as individuals and make a difference in their communities.
- Share good practice with others and engage in continuing professional development through reflection, evaluation and the appropriate use of resources.
- Conform to statutory requirements and apply codes of practice including appropriate consideration of the needs of children, young people and vulnerable adults and equality of opportunity.
- Keep accurate records which contribute to organisational procedures.
- Evaluate own contribution to the organisation's quality cycle.

Access and progression

- Refer learners to information on potential current and future learning and career opportunities and appropriate specialist support services.
- Provide learners with appropriate information about the organisation and its facilities, and encourage learners to use the organisation's services, as appropriate.
- Provide effective learning support, within the boundaries of the teaching role.

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"> – Strong practical skills with the ability to work across a number of artistic disciplines. – PGCE, DTLS or Certificate in Education (or willingness to complete). – Minimum level 3 in subject specialism or equivalent arts-based qualification. – A good working knowledge of software's within Adobe Creative Suite
Desirable	<ul style="list-style-type: none"> – Experience of teaching UAL qualifications. – Experience of working in the Art & Design industry. – Proven track record of success with level 1, 2 and 3 learners. – Experience of working in the creative industries.

The Perfect Person for us will demonstrate

Abilities	<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.
Job Circumstances	<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.

