



### About the Role – Employment Details

Post Number	A110
Job Title	Lecturer in ESOL
Salary	£32,165.03 - £40,795.26 per annum (Salary will be pro rata'd depending on hours)
Contract Type	Up to 37 hours per week, 52 weeks per year, Permanent
Campus	Gloucester/Cheltenham
Department	ESOL
Responsible To	Head of School
Holiday	38 days' annual leave, plus an additional 3 days during Christmas closure

### About the Role – Meet the Team

The ESOL team works across both the Gloucester and Cheltenham campuses, offering ESOL adult part-time provision and 16-18 full-time programmes.

There are opportunities to have a variety of classes across different levels and you will be supported to provide a rich learning experience, enabling learners to develop their English language.

We actively encourage and facilitate opportunities for professional development for new staff, providing a supportive network of experienced teachers.

You will also be allocated your own learning coach from our teaching and learning team and become a part of the wider teaching and learning community where you can network with other colleagues across college.

Our dedicated and vastly experienced ESOL team of 12 staff, led by a Head of School and 2 Curriculum Leaders, upholds high expectations and offers a transformative experience for all ESOL learners. We also work collaboratively and share good practice to ensure that all learners have a positive learning experience.

The department offers a range of provision including:

- Adult part-time ESOL
- 16-18 ESOL full-time
- UKRS/ARAP
- Employability
- ESOL Maths





### About the Role – Duties and Responsibilities

- Plan and use a range of effective and appropriate teaching and learning techniques to engage and motivate learners and encourage independence.
- Develop a range of effective resources, including appropriate use of new technology ensuring they are inclusive.
- Establish a motivating learning environment where learners feel safe, confident and valued.
- Use effective teaching strategies appropriately and effectively in a range of learning contexts.
- Work with learners to address particular individual learning needs and overcome identified barriers to learning.
- Use mentoring and/or coaching to support own professional development.
- Collaborate and communicate appropriately with colleagues and external agencies to encourage learner progress.
- Keep accurate records regarding the starting points, targets and progress of learners.
- Use opportunities to positively transform lives and contribute to effective citizenship identifying the transferable skills being developed, and how these might relate to employment.
- 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.

### 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 the You

### Our Shortlisting Criteria

<b>Essential</b>	<ul style="list-style-type: none"> <li>– CELTA (or equivalent)</li> <li>– Experience of teaching ESOL at different levels.</li> <li>– A Level or above in relevant subject.</li> <li>– Degree or equivalent qualification (Level 6).</li> </ul>
<b>Desirable</b>	<ul style="list-style-type: none"> <li>– DELTA</li> <li>– PGCE, DTTLS or Certificate in Education (or willingness to complete).</li> <li>– Experience of teaching in the FE sector</li> </ul>

### The Perfect Person for us will demonstrate

<b>Abilities</b>	<ul style="list-style-type: none"> <li>– Motivate and inspire young people to want to achieve their individual learning aims and qualifications</li> <li>– Manage and handle conflict and challenging behaviour as it arises both inside and outside the classroom</li> <li>– Excellent team player with good communication skills, including written, oral and non-verbal communication</li> <li>– Communicate effectively and appropriately using different forms of language and media, including new and emerging technologies</li> <li>– To manage own time effectively by planning and prioritising own work load and reacting positively to changes as they occur</li> <li>– Provide constructive feedback to learners and colleagues where appropriate</li> </ul>
<b>Job Circumstances</b>	<ul style="list-style-type: none"> <li>– Able to travel between college sites (if required)</li> <li>– Undertake any training required for the role</li> <li>– Hold an Enhanced DBS check with child barred list check or be willing to undertake a check.</li> <li>– 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.</li> </ul>



**Shape Futures**  
**Join Our Team.**



[people@gloscol.ac.uk](mailto:people@gloscol.ac.uk)  
[gloscol.ac.uk](http://gloscol.ac.uk)

