



About the Role – Employment Details

Post Number	A204
Job Title	Associate or Lecturer in Multi Skills
Salary	Up to £41,000 per annum (depending on experience) + £4,000 scarce skills joining bonus*
Contract Type	Permanent, Up to 37 hours per week, 52 weeks per year
Campus	Cheltenham or Gloucester
Department	Construction
Responsible To	Head of School
Holiday	38 days' annual leave, plus an additional 3 days during Christmas closure
Pension	Teachers' Pension Scheme at 7.4% - 9.9%% employee contribution and 26.68% College contribution

About the Role – Meet the Team

We are recruiting somebody currently working in the Construction industry, or a Construction lecturer to join the team here at Gloucestershire College to deliver high quality teaching to our full-time students on our Multi Skills Level 1 and 2 courses. This is an exciting opportunity to give the next generation of Construction workers your vast knowledge of the industry. Your colleagues will guide and coach you to inspire and teach our students on levels 1-2 in Multi Skills. We do require you to have at least a level 2 trade qualification.

About the Role – Duties and Responsibilities

- Plan and deliver lively and interactive instruction and assessment activities to a high standard on a range of programmes in both a workshop and classroom environment.
- 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.
- 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.
- Refer learners to information on potential current and future learning and career opportunities and appropriate specialist support services.
- Work closely with colleagues and the Teaching & Learning team to plan and use a range of effective teaching techniques to engage and motivate learners and encourage independence and learner autonomy.
- 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 You

Our Shortlisting Criteria

Essential	– Relevant industry experience working within a construction trade – NVQ Level 2, or equivalent, within a construction trade or equivalent industry experience – Willingness to undertake Equality and Diversity and Safeguarding training
Desirable	– Experience of Working within a Further education college – PGCE, DTTLS or Certificate in Education (or willingness to complete). – Assessors award – IQA award

The Perfect Person for us will demonstrate

Abilities	– 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	– Able to travel between College sites (if required) – Undertake any training required for the role – Enhanced with barred status DBS criminal record disclosure (or willingness to complete). – Very occasional Saturday hours may be required. – 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.



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

Safeguarding

At Gloucestershire College, we are committed to promoting the welfare and safeguarding of our young people and vulnerable adults. The College expects all students, staff and visitors to share this commitment and our safer recruitment practices are an essential part of this commitment.

If shortlisted, you will be required to complete a self declaration of any criminal record or other information that may make you unsuitable to work with children. This includes explaining any gaps in employment. Applicants will be required to disclose any cautions, convictions, reprimands or final warnings in line with the Rehabilitation of Offenders Act. The College is committed to the fair recruitment of ex-offenders in line with its policy and legal responsibilities.

Candidates will be asked to provide evidence of their right to work in the UK. Satisfactory references and online searches will also be completed as part of the safer recruitment process. The online search reviews publicly available information, including social media, to identify any concerns that may require further discussion. References may be requested either before interview, with consent, or following an offer of employment.

All successful applicants will be required to complete an enhanced DBS check appropriate to the role.