

# Job Description and Person Specification



## Lecturer in GCSE English & Functional Skills x 2 posts

**Salary:** Incremental scale £33,764 - £45,415pa inclusive  
(Please read "Explanation of Lecturer Salary" attached)

**Hours:** 36 hours per week

**Leave:** 47 days per annum plus public holidays plus up to 5 days Christmas efficiency closure

**Reports to:** Curriculum & Quality Team Manager English

**Location:** This post will require you to work over both campuses: Main Campus, Isleworth and the Skills + Logistics Centre, Feltham

**The purpose of the post is:** to teach English to 16-18 year old and 19+ students on vocational and free standing English qualification students courses, from entry level up to level 3 including GCSE English and Functional Skills, mainly in the Core Skills Directorate.

### Teaching

1. Effective high-quality classroom teaching and learning which includes associated organisational and administrative work, preparation, assessment and marking, and enabling student progression from the start of the course towards successful completion
2. Develop student centred teaching/learning strategies, monitor and evaluate progress and effectively prepare learners for examinations.
3. Promote and facilitate high levels of student attendance, retention and achievement and provide timely and accurate data and information, including registers, withdrawals and transfers, assessments, progress reports and examination details.
4. Ensure students are entered for appropriate examinations and actively participate in quality assurance processes.
5. Advise and assist the Curriculum and Quality Team Manager with regard to course development and modification, including developing new curriculum and course materials in line with the most recent specifications.
6. Assist in intake assessment, enrolment and placement of students. Undertake or contribute to individual learning plans and regular progress reviews with students throughout the course.
7. Maintain student morale and discipline inside and outside 'the classroom' within the College site and in conjunction with the College management team.
8. Prepare students' references for employment, Further and Higher Education.

9. Arrange for students to receive advice regarding careers and further educational opportunities from Careers Advisory staff and contribute to the assessment of student's needs and contribute to the arrangement of appropriate support.
10. Negotiate targets for performance with the Curriculum and Quality Team Manager, through the appraisal scheme and ensure that agreed action is taken to ensure continuing improvement to the quality of the provision.
11. Assist in evaluation of courses and course materials and contribute to writing course review and evaluation reports.
12. Liaise with other lecturers and other appropriate staff regarding matters of assessment, student progress, work placements and other organisational matters.
13. Ensure that reports relating to students' progress are prepared for employers, parents or sponsors as appropriate, including references for employment, Further and Higher Education.
14. Report to and consult with the Curriculum and Quality Team Manager to ensure that agreed practices are consistently followed, including attendance and active participation in team meetings.
15. Participate in the West Thames College programme of staff development.
16. Keep up to date in relevant areas of professional expertise, knowledge and understanding and with appropriate technological developments, through research, attendance at meetings, training and membership of networks as appropriate.

#### **General**

1. Promote and support equality of opportunity in all aspects of the post, and undertake training where necessary, in accordance with the agreed equal opportunities policy.
2. Promote a positive image of the college in all contact with students, employers and professional bodies.
3. Contribute a mutually supportive approach to the achievements of the mission and strategic objectives of the college.
4. Participate in relevant promotional and marketing events.
5. Liaise with appropriate student support agencies within the college, e.g. college counsellors, nurses, student liaison officer.
6. Liaise as required with relevant external agencies.
7. Undertake additional duties appropriate to the post, including at enrolment times as required and evening work.
8. Adhere to and comply with college financial regulations.
9. Carry out such other related duties as may be required by Curriculum and Quality Team Manager/Director.

# Person Specification

Please study the items in this person specification carefully and when completing your application form try to describe your knowledge, skills and experience in terms of those particular items:

1. Possess a recognised teaching qualification and Level 3 or above in English.
2. Have experience of teaching English to 16-18 year old, 19+ and Adult students at a range of levels including GCSE and Functional Skills entry 1- level 2 in further education setting.
3. Show commitment to and be able to provide evidence of continuous professional development and demonstrate its impact on teaching and learning.
4. Be able to demonstrate commitment to student-centred learning and have the ability to contribute to curriculum development and creation of the materials bank.
5. Be able to respond to the needs of students from a wide range of learning backgrounds including disaffected students with varying study and literacy skills.
6. Provide evidence of ability to set realistic goals, to sustain motivation, to act independently and to set and meet targets.
7. Possess appropriate IT skills relevant to the post, or be willing to undertake training.
8. Possess assessor and verifier awards or be committed to attaining these awards, where necessary.
9. Possess Numeracy qualification at Level 2.
10. Possess good oral and written communication skills, motivational and teamwork skills.
11. Ability to deal courteously and tactfully with staff and students and be able to work on own initiative with minimum supervision.
12. Be highly organised, methodical and able to work to deadlines.
13. Have an awareness and understanding of the Prevent and Safeguarding initiative and how to embed this in the curriculum.
14. Have an awareness and understanding of equal opportunities

## Equality and diversity

West Thames College champions excellence, integrity, equality and respect.

This means we aspire to the highest achievements for our students and the best possible working environment for our staff.

The whole college community - women and men, younger and older, from different , social and ethnic backgrounds, a variety of faiths, cultures and languages, lesbian, gay and straight, disabled and non-disabled – we are all treated with the same respect and entitled to the same chances to succeed.

We champion diversity because we know that a rich mix of people makes the college a more productive and creative place to study and work.

And we champion equality because it is the right thing to do.

**Closing date:** 27<sup>th</sup> January 2026  
**Reference No:** 1LEM016  
**Interview date:** TBC

## **EXPLANATION OF LECTURER SALARY**

1. Lecturers' salaries are on an incremental scale from point 7 to point 14 inclusive (£33,764 - £45,415). The pay scale is available on request.
2. All new entrants are placed on point 7 of the scale, which is £33,764 pa inclusive, unless s/he has two or more year's experience, in which case the starting point is 8.
3. Where there is evidence of current earnings in excess of point 7, the applicant may be placed at the salary point higher than their current salary.
4. Progression from point 7 to 11 is automatic and is awarded annually on the anniversary of the date of appointment. In other words, every year the postholder will receive an incremental point increase (very approximately £1,000) in addition to the cost of living increase received by all staff.
5. When postholders have been at point 11 for one year, they will be invited to apply to progress to point 12 on the scale. Lecturers have to meet a simple set of criteria to ensure that they are performing satisfactorily and will then progress to point 12.
6. Progression from point 12 to point 14 is automatic and will be awarded annually on the anniversary of the date of appointment. Again, this means that every year the postholder will receive an incremental point increase (very approximately £1,000) in addition to the cost of living increase received by all staff.

# Conditions of Service

<b>Contract:</b>	Permanent Full time
<b>Pension:</b>	Staff are entitled to participate in the Teachers Superannuation Scheme subject to its terms and conditions.
<b>Annual Leave:</b>	47 days per annum plus public holidays. In the interests of efficiency, the Corporation may decide to close for up to 5 working days in each year. These days will be awarded as additional leave.
<b>Teaching Qualifications:</b>	Lecturing staff are required either to have upon commencement of employment, or to obtain within a specified period after commencement the qualifications required for the post.  The type of qualification required and the time period for acquiring it, depend upon a number of factors, including the type of post that is held, the teaching that is undertaken, and whether the lecturer works full-time or part-time.
<b>Hours:</b>	36 hours per week
<b>Probation:</b>	Employees who commence their employment between 1 September and 31 May inclusive will be subject to 26 weeks probation before their employment can be confirmed as permanent.  Employees, who commence their employment between 1 June and 31 August, and those with term time only contracts, will be subject to 36 weeks probation period before their employment can be confirmed as permanent.  The extended period of probation is ensure that there is an adequate period of "normal" working during which to provide support and assess an employee's performance.
<b>Disclosure</b>	The post will be offered subject to an enhanced Disclosure satisfactory to West Thames College which will be conducted by the Disclosure and Barring Service.

## **Additional information for teaching applicants**

West Thames College is committed to striving towards being an outstanding college.

As part of our commitment we offer our staff an entitlement to strong and supportive line management along with staff development opportunities and we provide 3 dedicated Development Days per year for specific staff training.

### **IT Skills**

To enable us to meet our target of being outstanding we require that our teaching staff have a minimum level of IT skills:

- ability to use Outlook
- ability to use WORD
- ability to use EXCEL
- ability to research via the internet
- ability to undertake basic IT trouble shooting

### **Literacy Skills**

Teaching staff are required to possess specific levels of literacy skills.

You will be required to provide evidence that you possess literacy skills at Level 2 which is equivalent to GCSE English, grade C or above. If you are unable to provide this evidence you will be required to complete a skills test to assess your literacy skills.

The assessment consists of 40 questions and the pass mark is 30. The assessment can last up to one hour.

### **Induction**

We offer support and guidance to all new staff via our induction process. To identify the training needs and support required for new staff our selection process for lecturers will consist of the following:

1. A formal panel interview where you will be assessed against the person specification criteria.
2. A micro teach. You will be given a topic on which to prepare a micro teach and will be required to present this to a panel. If the topic is given on the day you will be given preparation time.

Training needs identified at interview will form part of your individual Induction training plan.

**If you do not possess the minimum requirement upon entry into the organisation your manager will identify your needs via the Induction or Probation process and you will be enrolled onto an in-house course to ensure you meet the standards required to undertake your role.**