

# Job Description & Person Specification



## Curriculum and Quality Team

**Manager:** Construction, Motor Vehicle and Logistics

**Salary:** £52,159 per annum inclusive

**Hours:** 36 hours per week

**Leave:** 42 days annual leave plus bank holidays

**Responsible to:** Director Skills & Logistics Centre

**Line Management:** Teaching and Support staff for Construction, Motor Vehicle and Logistics

**Job Purpose:** The main focus of the job is to lead Construction, Motor Vehicle and Logistics at the Skills and Logistics Centre.

**Location:** This post will initially be based at the Skills Centre, Feltham. The postholder will be required to travel to Isleworth for meetings.

### 1. Curriculum and Quality

- a) Lead and co-ordinate curriculum innovation and development across Construction, Motor Vehicle and Logistics, at the Skills and Logistics Centre.
- b) Ensure that provision aligns with the needs of students and employers and contributes to addressing local skills gaps are matched to student needs
- c) Ensure the delivery of high quality teaching, learning and assessment across all provision including the development of resources
- d) Manage course and curriculum review activities including self-assessment and quality improvement and enhancement, ensuring robust actions are in place to improve and enhance teaching, learning and assessment.
- e) Manage internal verification, external examination arrangements and liaison with external verifiers and validation/examination bodies.
- f) Liaise with partners and stakeholders to plan curriculum to meet local needs and address skills gaps for example job centre, employers etc.
- g) Raise student success rates through clarity of focus and outcomes to meet recruitment, retention, achievement and destination targets.
- h) Work closely with the English and mathematics team to ensure effective delivery of curriculum and high quality teaching, learning and assessment.
- i) Teaching commitment in agreement with the Director and Vice Principal.

## **2. Team management**

- a) Lead and build a high performing team of staff, running regular team meetings to ensure good communications are in place across the team.
- b) Encourage innovation, collaborative working and sharing of good practice in the context of teaching, learning and assessment.
- c) Ensure curriculum planning is robust and well sequenced and delivery is based on clear and high expectations and aspirations for all learners
- d) Ensure a team approach to quality issues and commitment to continually raising standards
- e) Encourage peer observation and commitment to continued professional development as dual professionals, engagement with team teaching and appropriate networking with other providers.

## **3. Individual staff management**

- a) Line manage teaching and support staff in accordance with College HR policies using a proactive approach with creative problem solving.
- b) Provide encouragement, support and guidance to teaching staff, setting and maintaining high standards, in order to continue to raise the quality of teaching in the area.
- c) Ensure supportive staff induction, coaching and target-setting for teaching improvements and strong mentoring and staff development for individuals.
- d) Assist the Director of the Skills and Logistics Centre in effective staff timetabling.
- e) Along with the other managers, deputise for Director of the Skills and Logistics Centre as required.

## **4. Student Support**

- a) Co-ordinate the pastoral programme (tutorials, careers advice, etc.)
- b) Liaise with others responsible for student support, including English and mathematics, to ensure programmes of study meet regulations/guidelines and are tailored appropriately to meet the needs of students.
- c) Oversee and monitor student admissions, enrolment, induction and progression.
- d) Be responsible for promoting good student attendance and punctuality and managing underperformance and discipline.
- e) Be a Designated Safeguarding Lead (DSL) for the Skills and Logistics Centre.

## **5. Resource Management and Health and Safety**

- a) Assist the Director of the Skills and Logistics Centre in setting and meeting curriculum area targets including student numbers, full cost targets and course viability.
- b) Manage budgets for specified areas in accordance with College financial regulations.
- c) Promote the safe learner concept, ensuring appropriate health and safety activities are in place, including risk assessments for the curriculum area.
- d) Ensure staff utilisation meets college targets

## **6. External focus/liaison**

- a) Undertake external liaison as required for the suite of courses and provision managed, including working with employers and partners in meeting local and regional skills needs.
- b) Keep up to date with strategic developments in both the main curriculum and local and national initiatives which might impact on the area, and ensure through visits to other institutions that best practice is disseminated across the team.
- c) Ensure marketing materials (fact sheets, course guides) are produced on time and in the correct format, having consulted with relevant Directors and managers. Work proactively to promote the programme through participative recruitment activities: taster sessions, open days, visits.

## 7. General

- a) Carry out allocated teaching and associated duties in an appropriate curriculum area. The teaching commitment will be determined in the context of the demands of the management role and the needs of the College and agreed with the Director and Vice Principal.
- b) As a member of the College management team, undertake evening and Saturday duty in accordance with the Duty Rota.
- c) Adhere and comply with the College financial regulations.
- d) Undertake such other duties at appropriate levels of skill and responsibility as may be required.

# Person Specification

Please study the items in this person specification carefully when completing your application form. We need evidence and practical examples of how well you meet each criterion.

1. Educated to degree level or equivalent, in a relevant curriculum specialism, with a recognised teaching qualification
2. Evidence of **continuous professional development**  
With a focus on
  - impact on teaching and learning
  - curriculum innovation
3. Sound **specialist knowledge and teaching experience** in a relevant curriculum area  
With a focus on:
  - curriculum innovation
  - inspirational teaching and learning
  - effective assessment strategies
4. Evidence of effective **curriculum leadership** in a relevant area and an ability to determine an imaginative vision for the curriculum  
With a focus on:
  - curriculum development and planning
  - creative strategies for delivery
5. Ability to **manage teams and individuals**  
With a focus on
  - pro-active, positive and clear approach
  - set and maintain high standards
  - support and develop
  - regular, consistent and structured contact
6. Understanding of the **national policy context** of the post schools sector  
With a focus on:
  - impact on funding
  - impact on the future curriculum
7. Excellent **IT skills**  
With a focus on:
  - improve management processes
  - teaching and learning
8. Experience of implementing, managing and monitoring **quality assurance** processes that have led to tangible improvements in standards for students  
With a focus on:
  - clarity of focus and outcomes
  - creative and practical thinking
  - use and interpret data and information
  - internal and external verification procedures

9. The ability to translate the challenges faced by **marginalised groups** into curriculum strategies and student achievement

With a focus on:

- refugees and young people seeking asylum
- working class young people
- people experiencing poverty, deprivation and/or discrimination

10. Ability to give **leadership on equality and diversity** and to embed them into curriculum and staffing decisions

With a focus on:

- a vision for the curriculum
- creative ideas to ensure students have equality of opportunity, treatment and outcome
- confidence in talking about issues

11. Have an awareness and understanding of Safeguarding and Prevent and how to embed these into the curriculum.

12. **Communication:** ability to write complex reports, to articulate arguments, talk to groups, chair meetings and be empathetic, respectful and clear in one-to-one meetings

With a focus on:

- clarity and appropriate to audience
- structured and purposeful
- complex ideas with simplicity
- listen and empathise

13. Ability to practise the principles of **collaborative working**

With a focus on:

- consultation and involvement
- consensus and decision-making
- supportive structures and processes

## **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:** 22 February 2026

**Reference No:** 4SCE001

**Interview date:** 9 March 2026

# Conditions of Service

<b>Contract:</b>	Permanent Full time
<b>Hours:</b>	36 hours per week
<b>Salary:</b>	£52,159pa inclusive The salary offered for this post will be a spot salary on point 6 of the Management Spine scale.  Spot salary means there is no entitlement to any incremental pay increase.
<b>Pension:</b>	Staff are entitled to participate in the Teachers Superannuation Scheme subject to its terms and conditions.
<b>Annual Leave:</b>	42 days per annum plus public holidays.
<b>Teaching Qualifications:</b>	Lecturing staff are required either to have, upon commencement of employment, or to obtain within a specified period after commencement, certain teaching qualifications required for the post. The type of qualification required and the time period for acquiring it depend on 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>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.