

ROLE PROFILE

Job Title:	Lecturer
Responsible to:	Programme Team Leader
Responsible for:	N/A
Salary:	£30,351 - £32,984 Pro Rata Band B £34,884 - £39,036 Pro Rata Band C £40,921 – £45,069 Pro Rata Band D
Hours per week:	22.20 hours of which no more than 15 hours will be teaching hours. This is a fractional 0.6 post. 510 annualised teaching hours.
Weeks per year:	All year round, however, the college term is for 38 weeks per annum. Students attend college for 36 weeks per annum. Fixed term to cover maternity leave from April 2026 until April 2027
Conditions of Service:	Callywith College Trust
Academic or Support:	Academic

Key Purpose of the Role:	Teaching and providing learning support for students. Undertaking other professional tasks within the curriculum team, the student support team or across the college.
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Primary Tasks:

Learning Support:

- To diagnose learners' needs and to formulate programmes that will specify those needs.
- To design a pattern of learning experiences.
- To provide high quality learning experiences for students.
- To be a member of a curriculum team and to co-operate fully in its work.
- To participate fully in arrangements for student assessment and progress reviews.

Tutorial Support:

- To establish a personal knowledge of and relationship with assigned students.
- To be a member of a student support team and to co-operate fully in its work.
- To help students identify and resolve matters which block their progress.
- To liaise with staff and other organisations to provide information and support for students.

Administration and Planning:

- To maintain appropriate records.
- To contribute to working parties or team groups.
- To undertake all administrative tasks associated with assigned teaching, tutorial and other tasks and to participate in the planning process operating within the individual teams and in the college.

Assessor Role:

- Demonstrate understanding of the principles and practices of assessment.
- Assess occupational competence in the setting.
- Assess vocational skills, knowledge and understanding in line with the specification.

Other Professional Tasks: To accept responsibility for specific tasks within the curriculum team, the student support team or across the college. (The nature of such tasks will vary from time to time, responsibilities will be assigned by the Principal following discussions with individual members of staff, the Senior Staff and Team Leaders. Typical responsibilities might include acting as a Course Leader, acting as a Subject or Section Leader, undertaking a cross-college curriculum function or developing a new course or delivery arrangement).

COLLEGE-WIDE RESPONSIBILITIES

As a member of staff at Callywith College, the post-holder is expected to contribute to the overall aims and values of the college by actively engaging in the following areas:

Probationary Period

Your first nine months (academic or management roles) or six months (support staff) of employment will be a probationary period. During this time, your suitability for the role will be reviewed and assessed.

Performance and Development

Take part in the college's performance appraisal and review process. Engage in ongoing professional development activities to support continuous improvement and growth.

Equality, Diversity and Inclusion

Promote and support equality, diversity and inclusion in accordance with college policies and values.

Student Experience

Contribute to providing a high-quality environment that supports student learning, wellbeing, and personal development. Support the delivery of effective Student Welfare and Support Services.

Organisational Development

Contribute to the development of a flexible, responsive, and forward-thinking college. Support college marketing and promotional initiatives as appropriate.

Health, Safety and Use of Resources

Use college equipment, premises, and property safely and responsibly. Adhere to all health and safety policies and procedures. Carry out Fire Marshall or First Aid duties as required (training will be provided if needed).

Wider College Contribution

Participate in and contribute to general college-wide developments and initiatives. Be open and adaptable to changes in role and responsibilities as the college evolves.

Safeguarding

The college is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

PERSON PROFILE

LECTURER

Ideally, the person appointed will have the following skills and experience:

- A degree or similar equivalent professional qualification and a recognised teaching qualification.
- A record of continued student or professional development.
- A record of achievement in teaching within an area appropriate to the curriculum remit of the team.
- Be an effective communicator, both in writing and orally.
- Be committed to good working relationships and have the ability to motivate others.
- Be committed to the implementation of a curriculum and working practices which are free from any bias relating to gender, disability or ethnicity.
- Ability to deliver inspiring lessons which motivate students to learn.
- Enthusiasm for the opportunities presented by the establishment of a relatively new college.

The college is registered with the Disclosure and Barring Service and the successful applicant will be required to apply for a Disclosure at the enhanced level. If you apply for a job with vulnerable people when you know you are on a barred list, you could be fined or face a prison sentence.

Callywith College is committed to ensuring a culture of valuing diversity and ensuring equality of opportunities.

CALLYWITH VALUES

CHOSEN BY STAFF
AND STUDENTS, OUR
VALUES REPRESENT
THE VISION, MISSION
AND CULTURE OF
CALLYWITH COLLEGE.



SUCCESS

"We are what we repeatedly do.
Excellence, then, is not an act,
but a habit".
Aristotle



RESPECT

"Relationships are based on four
principles: respect, understanding,
acceptance and appreciation".
Mahatma Gandhi



RESILIENCE

"A champion is defined not by their
wins, but by how they can
recover when they fall".
Serena Williams



COMPASSION

"Be kind in your actions".
Mother Teresa

