

**PERSON SPECIFICATION – LECTURER**

Criteria	Essential	Desirable
<b>Qualifications</b>	A Degree or equivalent professional qualification at a level suitable for the post	Post Graduate Qualification
	Formal teaching qualification (PGCE or Certificate in Education)	Assessor and Verifier Awards
	Evidence of continuing professional development related to teaching and learning and subject knowledge	Literacy and numeracy qualification at level 3 or evidence of operating at this level
<b>Expertise/ Knowledge</b>	Ability to successfully monitor monitoring student achievement and attendance	
	Successful evidence of formative and summative assessment of learner achievement	
	Evidence of working in a relevant practical/industrial environment, operating at a responsible level (for lecturers in vocational areas)	Evidence of ability to teach across FE and HE
	A successful teaching record in the subject area	
	Up-to-date, broad based knowledge of the subject area with the ability to teach one or more specialisms	Evidence of successful course management
	Evidence of curriculum development	
	Appreciation of current developments in the subject area at the appropriate level including the application of ILT	
<b>Skills/ Competencies</b>	Evidence of well planned and effective delivery of differentiated learning	
	Evidence of the ability to develop ideas and new, student-centred approaches responding to individual learning styles	
	Effective written communication skills	
	Effective oral and presentation skills	
	Good organisational and time management skills	
	Good personal IT skills	

<b>Personal Attributes</b>	Commitment to educational and organisational values as described in the 'Role of the Professional Teacher'	
	Student-centred approach	
	Commitment to high standards based on the principle of a role model for students	
	Ability to work effectively as a member of a multi-disciplinary team	
	Ability to work flexibly to meet changing needs	
	Commitment to own learning and development	
	Commitment to understand and promote equality of opportunity	
	Commitment to understand and promote safeguarding	
	Good record of attendance and punctuality	
	Appropriate professional appearance	

*It is recognised that many capable people aspiring to a role at this level will not have all the experience and qualifications listed above. You are encouraged to apply if you feel that you can demonstrate the potential to contribute to the College's future success*