

Colchester Institute Person Specification

Position: Lecturer in Business

	Essential	Desirable	How is this assessed?
Qualifications			
Education to level 3 or above and/or a professional qualification in a relevant subject or equivalent.	✓		A
Minimum of Level 2 qualification in English and Mathematics GCSE 4+ or C and above / CSE Level 1 / O-Level C or above / Level 2 Adult Numeracy or Literacy or equivalent.	✓		A
Level 5 Teaching Qualification / completing within 3 years of employment or 3 years of the first available course.	✓		A / I
Teaching Observations to reflect good to outstanding teaching.	✓		A / I
2:1 Degree or higher.		✓	A
Experience			
Ability to teach at least eight of the following units: <ul style="list-style-type: none"> • Personal Selling/Customer Service • Exploring Business • Develop a Marketing Campaign • Personal & Business Finance • Recruitment & Selection • Managing an Event • Market Research • Principles of Management • Business Decision Making • International Business • Team Building in Business • Investigating Retail Business • Pitching for a New Business • Employment Law • Digital Marketing 	✓		A / I
Recent experience of managing FE programmes.	✓		A / I
Evidence of relevant Continual Professional Development (CPD) and use of technology to enhance learning.	✓		A / I

Experience of delivering Business related subjects reflecting recent changes in industry and including the use of modern technology.	✓		A / I
Experience of undertaking a pastoral role and effectively using individual learning planning to raise achievement.	✓		A / I
Experience of managing and motivating young learners.	✓		A / I
Experience of teaching level 2 and BTEC level 3 business studies or related subject.		✓	A
Experience of online delivery.		✓	A
Knowledge and Skills			
Good IT skills.	✓		I
Proven ability to enthuse and inspire FE learners using a range of innovative teaching and learning techniques.	✓		I
Proven ability to effectively manage the key quality aspects of a programme and to put in place actions to aid improvement.	✓		I
Evidence of a strong commitment to assessment for learning through effective monitoring and feedback to student on their progress.	✓		I
Proven ability to make strong industrial links to support curriculum design and vocational relevance.	✓		I
Excellent interpersonal, oral and written communication skills.	✓		I
Committed to safeguarding the welfare of children and vulnerable adults, creating a safe learning environment and an understanding of the safeguarding practices.	✓		I
Familiar with Moodle/Google classroom and Promonitor.		✓	I
Personal Attributes			
A strong commitment to equality and diversity.	✓		I
Enjoys working collaboratively and seeking collaborative opportunities.	✓		I

Ability to work flexibly to meet changing needs and work demands.	✓		I
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KEY:

A	Application
I	Interview
P	Presentation/Micro-teach
T	Test