

**Colchester Institute Person Specification**

**Position: Lecturer in Mechanical and Manufacturing Engineering**

	Essential	Desirable	How is this assessed?
<b>Qualifications</b>			
Education to level 3 or above in an engineering, manufacturing and/or welding & fabrication discipline or professional industrial qualification within the sector	✓		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
Evidence of C P D	✓		A / I
HNC/HND and/or Degree level qualification in an engineering discipline		✓	A
Assessor award		✓	A
Internal verification award		✓	A
<b>Experience</b>			
Industrial experience within the engineering / manufacturing sector	✓		A / I
Supervisory experience and / or experience in dealing directly with customers, clients or students	✓		A / I
Experience of working with young people	✓		A / I
Teaching experience		✓	A / I
Course leadership experience		✓	A / I
Knowledge and experience of curriculum development		✓	A / I
Experience of inspiring, challenging and stretching learners during delivery		✓	A / I

<b>Knowledge and Skills</b>			
Empathy with young people	✓		A / I
High commitment to teaching young people and the ability to stretch and inspire them during learning	✓		A / I
Excellent I.T skills	✓		I
Good team working skills particularly the ability to work closely and effectively with other staff	✓		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
Ability to undertake workplace assessments		✓	A / I
<b>Personal Attributes</b>			
Proactive approach to work and the willingness to take on new and challenging tasks	✓		I
Able to work without supervision	✓		I
Ability to travel between campuses as required	✓		I
A strong commitment to equality and diversity and how it affects classroom practice	✓		I
Enjoys working collaboratively and seeking collaborative opportunities	✓		I
Ability to work flexibly to meet changing needs and work demands	✓		I
Continuously improving and commitment to own personal and professional development	✓		I

KEY:

A	Application
I	Interview

P	Presentation/Micro-teach
T	Test