

**The Northern College**  
**Person Specification**  
**Tutor**

Category	Essential	Desirable	Evidence
<b>Knowledge and Experience</b>			
Recent teaching delivery in relevant subject areas / levels relevant to specific post.	✓		Application Form/ Interview
Experience of setting appropriate SMART targets to ensure progression of learners.	✓		Application Form/ Interview
Knowledge of current teaching practices and experience of utilising a range of teaching practices to enhance the student experience and progression.	✓		Application Form/ Interview / Microteach
Experience of undertaking internal verification and moderation activities	✓		Application Form/ Interview
Experience of teaching using blended learning strategies.	✓		Application Form/ Interview
Proven experience in teaching and assessment at a range of levels		✓	Application Form/ Interview
Knowledge of adult education pedagogies		✓	Interview
Up-to-date knowledge of key educational developments within area of specialism		✓	Interview
Up-to-date knowledge of employer requirements within area of specialism		✓	Interview
Experience of observing teaching, learning and assessment		✓	Application Form/ Interview
<b>Skills and Abilities</b>			
Ability to plan and deliver high quality teaching across identified course area.	✓		Application Form / Interview / Microteach
Ability to provide productive insight into the review process and development of identified courses	✓		Application Form / Interview
Excellent organisational and digital skills sufficient to develop and implement course administrative systems	✓		Application Form / Interview
Effective use of digital resources to deliver blended / online learning & enhance classroom learning	✓		Application Form / Interview / Microteach

Exceptional verbal /written communication and interpersonal skills.	✓		Application Form / Interview / Microteach
Ability to work on own initiative, prioritise a varied workload and work to deadlines.	✓		Application Form / Interview
Ability to be adaptable and flexible towards the requirements of different learner needs	✓		Application Form / Interview
Have high expectations of students and deliver outstanding lessons and learning opportunities	✓		Application Form / Interview / Microteach
Ability to inspire and motivate students to achieve their goals.	✓		Application Form / Interview
Ability to maintain appropriate professional boundaries on and offline	✓		Interview
<b>Training and Education</b>			
Level 5 Teaching Qualification or willingness to achieve	✓		Application Form
Degree in subject area or relevant Level 3 vocational qualification	✓		Application Form
English and Maths at Level 2 or above and a willingness to improve in one or both disciplines to level 3 or above if required	✓		Application Form / Interview
Assessor/IQA qualification or working towards	✓		Application Form / Interview
Evidence of a commitment to Continuing Professional Development (CPD)	✓		Application Form / Interview
<b>Other Requirements</b>			
Commitment to the College's mission and values	✓		Interview
An understanding of the importance of safeguarding (including the Prevent duty) and to creating a safe learning environment within the college	✓		Interview
High level of commitment to the promotion of equality, diversity and inclusion.	✓		Interview
Commitment to professional standards	✓		Application Form/ Interview
Willingness to work flexibly to meet the changing demands of the service including evening and weekend work and online teaching as required	✓		Interview