

Role Description

Role Title: Health Lecturer – AHP Specialist	Pay Grade: Lecturer Scale £31,437 - £39,296
Normal Place of Work: College Green, South Bristol Skills Academy and visiting learners in the workplace.	Line Manager: Programme Manager for FE Health, Science Education and Care.
Normal Working Hours: 0.5 FTE	Responsible For: N/A

BACKGROUND TO THE ROLE

The Health, Education and Care department is a large and diverse curriculum area, which delivers study programmes, adult professional programmes and HE provision across Early Years, Health & Social Care, Applied Science, Education and Counselling.

Following our recent Ofsted **Good** inspection rating, we have ambitious plans to support our local community and employers in health and care. Currently delivering L1-3 health and social care courses for 16-19 years and the level 5 Assistant Practitioner work-based learning Foundation degree, we are expanding our offering. We have been approved to deliver the T Level in Health and are embarking on developing our apprenticeship offering with local employers and NMC validation to deliver pre-registration Nursing apprenticeships.

This role is a varied opportunity to support the current programmes and be part of the development of the new programmes. Reporting to the Programme Manager the successful candidate, will be required to teach across a variety of Health and Care programmes from Level 2-5 and support with the development of the new programmes. Teaching will include the academic requirements of the programmes as well as leading on the clinical and practical skills using our new active learning spaces for Health and Care. There will also be the requirement to support and visit apprentices in practice.

We are looking for a Registered Allied Health Professional with recent experience in practice. Previous teaching experience is not essential as the successful candidate will be supported with a teaching qualification. A passion for supporting the next generation of healthcare practitioners and commitment to share the values of the profession is key.

We would be interested in speaking to any potential candidates who would like to gain more information or insight about this role and we would be happy to arrange an informal discussion with our Head of Department, regarding any questions you might have. Please feel free to contact our HR department to arrange.

Role Purpose

- To plan and deliver high quality, imaginative and inspirational teaching and learning which meets curriculum requirements and the needs of all learners.
- To maximise retention, achievement, and success of learners.
- To be a course tutor if required.
- To report on key performance indicators around projects.
- To work collaboratively and proactively with managers and colleagues to design, develop, manage and review programmes in the curriculum area, in light of stakeholder satisfaction and feedback.
- To work closely with key stake holders and employers.

- To ensure that individual learner needs are met in a responsive way, in line with the concept of inclusive learning, and an outstanding student experience.
- To plan, assess and monitor individual groups of learners throughout their programme of study.
- To develop value added to the learner's aspirations and target grades.
- To plan effective lessons which meets the needs of a variety of learners from varied backgrounds and ability.
- Promote and safeguard the welfare of children, young persons and other vulnerable people for whom you are responsible and whom you come into contact with.
- To have experience of course leadership and IQA responsibility.
- Participate in course team meetings, management meetings and staff development activities.
- To participate in all internal and external quality assurance processes in line with the quality cycle.
- Assess high risk learners and plan support to enable them to complete their studies effectively.

Principal Accountabilities

- Teach and lead on programmes and courses at the appropriate level within your own subject areas, managing the learning process, guiding and supporting learners; prepare teaching materials, assess students' work (including marking) and issue and mark student initial screening tasks and ensure students attend an initial screening session as appropriate to the course and/or awarding body and act as an internal verifier; ensure all assessments are stored safely.
- Conduct tutorial activities using this to engage learners, check on progress and encouraging learners to take responsibility for their own learning
- Work towards and exceed if possible individual achievement objectives and success measures for your groups becoming familiar with benchmarks and other measures of success
- Ensure that lesson plans and practical activities are relevant and appropriate which take in to account the different learning styles and issues such as equality, diversity and inclusion.
- Seek to promote a variety of ways of teaching and be able to adapt to changing ideas and the curriculum.
- Maintain student ILP including settings long term goals and short-term targets.
- Identify additional learning needs where appropriate, maintain communications with the relevant support unit where disability and/or learning support is needed and other college support units that may be required from time to time; use initial assessments to identify learning support.
- Update your knowledge of your subject both practical and theory and maintain NMC registration.
- Reflect critically on your own teaching practice, materials and strategies used and how your own performance can be improved.
- Discuss annually at your appraisal how your performance can be improved and where appropriate agree what actions can be taken for further improvement.
- Attend training events which relate to your role as a Lecturer.
- Ensure that learners are inducted and enrolled and their progress is properly recorded.

- Details of attendance, punctuality and absence are accurately recorded in registers; registers should be monitored and reported on regularly.
- Student information is correctly established including learning aims, achievement and changes to learner information including learner withdraw, transfer and programme completion.
- Ensure ILPs are completed if appropriate for your students.
- Interview and assess students for their suitability for courses; giving impartial and professional advice, which will meet their educational and vocational needs as a learner.
- Attend team and faculty meetings as appropriate.
- Apply and understand the policies and working practices, aims and objectives, and the mission statement of the College and assist faculty managers in creating and constructing new practices and policies.
- Responsible for developing and maintaining the definitive course file for the course you may be leading.
- Promoting marketing activities for a course you may be leading.
- Promoting and safeguarding the welfare of children, young persons and other vulnerable people for whom you are responsible and with whom you come into contact.
- Undertake such other duties as may reasonably be required of you commensurate with your general level of responsibility at your initial place of work or at another of the College's sites.
- Act responsibly in using resources and contribute to, and comply with, efforts and initiatives to reduce carbon emissions.

PRINCIPAL ACCOUNTABILITIES

Key Relationships

All posts within the College require a high degree of team working. In particular, the postholder will need to develop and maintain key relationships, including:

Heads of Quality	To provide data and information to support the College's self-evaluation and quality improvement processes as we as contribute to the College's ongoing assessments of the quality of teaching, learning and assessment
Awarding Bodies and Validating Partners	To ensure the quality of provision and compliance with awarding bodies' and/or validating partners' requirements for quality assurance.

Generic Responsibilities

- To represent and promote the College brand values internally and externally; acting as an ambassador for business development on behalf of the College.
- Promote the College's student first ethos, ensuring that the student experience is uppermost in policy and decision making.
- To actively promote and act, at all times, in accordance with College policies, including, but not limited to: Health and Safety, Equal Opportunities, Prevent and Safeguarding, the Staff Code of Conduct and the College's Financial Regulations.

- To actively promote and adhere to agreed College values.
- To engage in implementing changes, promoting innovation.
- To participate in the College Annual Appraisal Process, contributing to a culture of self-reflection on practice and continuous professional development.
- To facilitate the achievement of the College's quality objectives including those from external bodies.
- To fully engage with the College Mission and Values, ensuring that these are at the heart working practices.
- To provide learners with an enriched learning experience in their programme of study with the aim in supporting achievement and success, enabling them to achieve their aspirations.
- To work collaboratively in supporting students to obtain work placements in industry and embed employability into the curriculum.
- To undertake other reasonable duties commensurate with the level of post.

Values

To role model the College values of: honesty, ambition, inclusion and respect.

Behaviours

To role model and consistently exhibit: student focus; high expectations and aspirations for all; focused on progression and employment; pride in what we do and our place in the city; collaborative and continually improving.

Person Specification

	Essential	Desirable	How assessed*
QUALIFICATIONS			
Minimum of five GCSEs, including English and Mathematics at Grade C/Grade 5 or above (or equivalent qualifications)	✓		AF/Cert
Degree qualification in one of the Allied Health Professions and HCPC registered	✓		AF/Cert
A Post Graduate qualification in specific industry area relevant to post.		✓	AF/Cert
Teaching qualification (or preparedness to achieve one during the first two years' service)	✓		AF/Cert
KNOWLEDGE AND EXPERIENCE (UP TO DATE/ CURRENT)			
Relevant industry / vocational experience (minimum of 2 years) (Healthcare, Nursing, Midwifery, Allied Health Professions, Assistant Practitioner)	✓		AF/IV
Up to date knowledge of the requirements of FE		✓	AF/IV
Knowledge of a range of methods which will motivate people to learn.		✓	AF/IV

Teaching experience and experience of delivering higher level programmes		✓	AF/IV
Knowledge of current employment trends and required employability skills in the specialism to be taught		✓	AF/IV
Evidence of recent and up to date continuous professional development	✓		AF/IV
Knowledge of arrangements for safeguarding children and young people	✓		AF/IV
Knowledge and experience of strategies for improving learning outcomes for young people and adults		✓	AF/IV
Ability to demonstrate a contribution towards the retention and achievement for own programme/curriculum area.		✓	AF/IV
Knowledge and experience of the Common Inspection Framework and/or equivalent arrangements for Higher Education		✓	AF/IV
Knowledge and experience of OFSTED Frameworks		✓	
Experience of developing learning resources for both face to face, blended and/or online delivery of learning		✓	AF/IV
SKILLS AND ABILITIES			
Good oral and written communication skills	✓		AF/IV
Excellent IT Skills	✓		
Able to plan and present an appropriate, interesting and motivating scheme of work.		✓	AF/IV
A working knowledge of Moodle, Blackboard, Turnitin and Pro-monitor.		✓	AF/IV
Excellent interpersonal and networking skills	✓		AF/IV
Good planning and organisation skills	✓		AF/IV
Good analysis, problem solving and decision-making skills	✓		AF/IV
Ability to commit to the College values, in particular around embracing diversity and the welfare of Learners	✓		AF/IV
Ability to commit to continuous professional development, including engagement with relevant workplaces (industrial updating) linked to subject specialism	✓		AF/IV
Willing to work flexibly, including occasional evenings and weekends.	✓		IV