



Lecturer – Estate Skills & Practical Habitat Management

Reporting to:	Curriculum Manager, Agriculture, Food and Environment
Working Hours:	Full or part time (37.5 hours per week)
Salary:	£24,057 - £31,417
Job Code:	PC A1
Annual Leave:	26 electable days, 8 statutory days and up to 5 efficiency closure days at Christmas
Job Status	Full time/part time

Job Purpose

Reporting to the Curriculum Manager the role will be responsible for instructing and assessing students in estate skills covering boundaries, access points, hedge management, and overarching aspects including habitat management. In addition, implementing the effective coordination of the practical teaching within the department.

The post contributes to the positive work of the college in raising aspirations of students, delivering an outstanding learning experience and developing the standards to meet industry expectations.

Duties and Responsibilities of the Job

1. Teaching, Learning and Assessment

a.	As directed by the Programme Manager and Curriculum Manager, plan, prepare, teach, assess, report and monitor to ensure each highly effective practical lessons to a consistently good or outstanding standard. Share teaching, learning and assessment (TLA) good practice and celebrate students' and others' successes.
b.	Conduct initial assessments and record within the Student Individual Learning Plan, adapt teaching delivery to meet the requirements of the plan and monitor student progress frequently and report to Programme Manager.
c.	Ensure opportunities are created and realised for students to be able to continuously develop their English and maths skills.
d.	Work to ensure high levels of student attendance in all sessions and prompt completion of registers.

e.	Prepare and effectively use schemes of work and lesson plans in line with college processes.
f.	Use and apply modern technology in TLA to enhance the learning experience and support progress for students, e.g., PoL, specialist software/resources, working to the college VLE standards.
g.	Ensure cohesive assessment plans are in place for all students across your allocated teaching to ensure effective student progress.
h.	Set exams, homework and extension activities for individual students and provide timely, and constructive feedback to students to support progress.
i.	Mark and assess course work and provide effective verbal and/or written feedback to support progression in line with awarding organisation requirements and college processes.
j.	Monitor tracking of individual student progress across programme(s) and ensure action is taken to improve progress where possible.

2. Coordination of the student routines, practical's and associated resources.

a.	Undertake the coordination of the division's practical teaching sessions and routines. To include organisation of activities, preparing equipment for teaching purposes and teaching/instructing students throughout the academic year.
b.	Ensure all resources are appropriate and fit for purpose to emulate the best possible commercial practice therefore supporting an outstanding student experience.
c.	Undertake daily routines in conjunction with students to support farm staff to ensure an outstanding experience for students.
d.	Log issues arising from the above with relevant departments for action.
e.	Ensure that practical activity follows industry best practice and published protocols where relevant. As part of this ensuring that all activity is risk assessed and safe operating procedures are implemented.

3. Tutoring

a.	Participate in and plan and deliver taster days, 'keep warm' activities, welcome days, enrolment and induction activities.
b.	Support students through enrolment and induction.
c.	Ensure the College's value-added system is used to support emotional, social and employability skills alongside students' studies.
d.	Use the College disciplinary process as a positive way to support student success.

4. Quality Improvement

a.	Attend team meetings to monitor and standardise practice, share information and good practice, and plan and implement improvements.
b.	Support students to participate in student forums and surveys and collate programme(s) 'student voice' feedback to support action planning for continuous improvement.
c.	Ensure and maintain standards and quality by engaging with and using the college quality systems.
d.	Contribute to the evaluation of TLA procedures to enhance the student experience and support Continuous Professional Development (CPD).
e.	Be accountable for contributing to programme(s) key performance indicators (KPIs) and their improvement.
f.	Ensure teaching and related files are complete and up to date.
g.	In liaison with Programme Manager and Curriculum Manager, undertake the role of IV as required.
h.	Prepare for, and take a lead on, awarding organisation external quality processes with support from the Curriculum Manager.
i.	Contribute to the Programme Team Review, including a Quality Improvement Plan for the programme(s) allocated.
j.	Contribute to the programme development by providing subject specialist information.

5. Continuous Professional Development

f.	Participate in staff development activities to support Continuous Professional Development (CPD) and keep a Professional Development Portfolio (PDP) to evidence personal development and impact on practice.
g.	Actively participate in the College performance management processes, including appraisals to support personal and professional development and enhance student experience.
h.	Complete all mandatory training as required in line with college expectations.

6. Other responsibilities and duties

i.	Undertake wider estate management linked to department such as Game, fisheries, aquaculture and woodland work as directed by the Curriculum Manager at certain times of the year.
j.	Participate in staff and student recruitment campaigns, interviews, Open Days and promotional/information events.

k. Work with employers and other stakeholders as required to develop and deliver high quality curriculum.
l. Contribute to, and support delivery of the college strategic plan.
m. Comply with the departmental operating plan and contribute to action plans as needed.
n. Ensure equality of opportunity and promote diversity in all aspects of college life with reference to Ofsted vulnerable student groups and protected characteristics.
o. Analyse and selectively implement the calendar of key equality and diversity events across the programme.
p. Ensure all safeguarding policies and procedures are followed.
q. Maintain student destination data to inform self-assessment and quality improvement.
r. Any other duties connected with the post as are reasonably required from time to time.

Qualifications / Skills / Knowledge / Qualities

It is crucial that the successful candidate shares our student-focussed values, equality of opportunity and parity of esteem for staff and students.

At Plumpton College we are:

1. Ambitious and progressive
2. Enterprising
3. Professional
4. Supportive
5. Passionate about everything we do

Essential criteria for the post
Show evidence of or potential to teach to a consistently good or better standard.
Level 2 or higher qualifications in both English and maths.
Sector / industry experience and/or evidence of specialist subject knowledge in key areas.
Demonstrate a strong desire to work collaboratively as part of a high performing team.
Have a strong desire to see students succeed, evidenced by good or better key performance indicators for allocated programme(s).
Clear understanding of the needs of students and how these may be met.
Demonstrate a clear understanding of the factors affecting student welfare and best practice in maintaining and enhancing student behaviour and safeguarding.
Excellent communicator with highly developed interpersonal skills.
Willing and able to develop curriculum, teaching and learning materials in subject specialisms as part of continuous development.

Comprehensive and well-developed IT skills.
Knowledge and understanding of the rearing and release of game birds for sporting purposes.
Skills and experience in problem solving and a flexible and adaptable approach.
Adaptable and flexible approach to change.
Desirable criteria
Experience of teaching and learning.
Track record for the successful organisation and management of an agricultural enterprise.
Hold a relevant teaching qualification for level of programme/course or be willing to gain a relevant formal qualification.

CONDITIONS OF EMPLOYMENT

Working Hours

Basic working hours are from 0830hrs to 1700hrs Monday to Friday but flexibility will be required to meet the needs of the farm routines. This is an all year-round post. There will be some evening and weekend working required to support department and whole college events where there will be a requirement to attend.

Annual Leave

The holiday year is from 1 September - 31 August each year. The annual leave entitlement for this role is 26 working days, 8 bank holidays and efficiency days as stipulated by the Senior Management Team. Annual leave is bookable subject to business needs and should be planned and agreed with your Manager. Annual leave sheets will be available from the start of the new holiday year (1 September).

Continuous Professional Development (CPD)

This post will be entitled to CPD for updating, personal and professional development. All CPD must be planned, agreed and booked with your Line Manager.

Benefits

The candidate appointed to the post will automatically become a member of the LGPS Scheme and pay contributions as determined by annual salary levels. The pension scheme includes life assurance cover, and the College will also pay a contribution towards your pension. There is also free car parking and a competitively priced dining room service.

Equality and Diversity

Plumpton College is committed to the promotion of equal opportunities and is dedicated to pursuing non-discriminatory policies and practices and eliminating unfair discrimination on any basis. This means that no job applicant will receive less favourable treatment than another on grounds of gender, marital status, age, racial origin, disability, sexual orientation or political or religious beliefs.

Criminal Record Check via the Disclosure Procedure

The Rehabilitation of Offenders Act 1974 gives individuals the right not to disclose details of certain old offences when asked about their criminal record as they may be defined as 'spent'. There are exemptions to this if the individual is offered a post which involves contact with children or regular work at an establishment exclusively or mainly for children.

Date issued...

JD category

Agreed by

The post you have applied for falls into this category and, therefore, requires a criminal background check.

If a job offer is made, you will be asked to apply for a DBS Disclosure Certificate. The Disclosure Certificate will contain details of current and "spent" convictions, cautions, reprimands or warnings held on the Police National Computer, excluding certain specified old and minor offences.

The DBS Disclosure will also indicate whether information is held on government faculty lists of those individuals who are barred from working with children or vulnerable adults (if applicable).

The post-holder cannot begin employment with the College until the DBS Disclosure Certificate is received and considered by the Principal.