

Job Description

Job Title:	Lecturer in Engineering
Responsible to:	Head of Department
Functional Liaison with:	Programme leaders, Course Teams including English and Maths tutors, Personal Support Tutors, Staff both within and outside the Department as required
Main Purpose:	Plan, deliver, assess and support learners on a range of programmes of study in Engineering. To contribute to the continuing development of courses and curriculum within the Department.

Main Duties and Responsibilities

The following duties are not shown in order of priority or frequency, nor is the list comprehensive, but rather an indication of the type and level of duties expected of the post.

- Teach and assess HE/FE Engineering and related programmes as required, ensuring high-quality delivery and student engagement across a range of sites.
- Develop and enhance existing and new course programmes, taking responsibility for specific areas as appropriate.
- Participate in team meetings, curriculum planning, and development of learning materials, including digital resources.
- Assist with marketing and promotional activities for departmental courses to attract prospective students.
- Attend and contribute to parent evenings, career fairs, open days, and other outreach events.
- Liaise with external bodies such as moderators, assessors, verifiers, awarding organisations, and industry professionals to maintain course standards.
- Contribute to internal and external verification processes to uphold assessment integrity and compliance.
- Engage in at least 30 hours of personal and professional development annually, focusing on management, IT skills, and subject-specific advancements.
- Track, monitor, and report on student progress, implementing timely interventions and support, including first-stage disciplinary actions when necessary.
- Ensure the health, safety, and well-being of students and staff while managing physical, intellectual, and virtual College resources responsibly.
- The above job description is not exhaustive, and the employee may be required to undertake any other reasonable duties in line with the general level of responsibility of the role.
- As we now operate as a collective Eastern Education Group you may be from time to time required to undertake any of the requirements of your role for any of our Group organisations

PERSON SPECIFICATION

	Essential	Desirable	Measured
Education and Qualifications	<ul style="list-style-type: none"> • A degree in Engineering or related subject, or an equivalent relevant professional qualification. 	<ul style="list-style-type: none"> • Possession of higher teaching qualification is desirable or a commitment to obtain one. 	I,A,
Knowledge and Skills	<ul style="list-style-type: none"> • Effective team leading skills • Excellent communication skills. • Good customer service skills. • Excellent IT skills. • Excellent time management skills. 		A,I,P
Experience	<ul style="list-style-type: none"> • Sound knowledge of general Engineering subjects. • Knowledge of related industries and employment opportunities within it. 	<ul style="list-style-type: none"> • Experience of working with young people. 	A, I,
Personal Qualities	<ul style="list-style-type: none"> • Ability to work with young people in a supportive way. • Ability to work as part of a team. 		A, I,
Training	<ul style="list-style-type: none"> • Willingness to attend, undertake any training or development as, or when appropriate. • Commitment to continuing personal development through continual professional learning. • It is a requirement that all new entrants to teaching obtain the Certificate in Education within 2 years (if full time) or 4 years (if part time) of taking up the post. 		A, I,

KEY: A-APPLICATION, I-INTERVIEW, P-PRESENTATION/MICROTEACH, T-TEST

Conditions of Service

1. Holidays: 52 days holiday, plus bank holidays (pro-rata for part-time hours).
2. New appointments to the College are subject to a twelve-month probationary period.
3. Contributory pension: Teachers Pension TPA.
4. This College is committed to safeguarding and promoting the welfare of young people and vulnerable adults and expects all staff and volunteers to share this commitment.
5. The job description is current at the date shown; it may change from time to time in negotiation with the post holder.

We are passionate about promoting equality of opportunity and creating a working environment where diversity is recognised and celebrated and everyone has the chance to reach their full potential. Our environment is diverse in character and student population. We particularly welcome applications from candidates from Black Minority Ethnic origin and those with a disability.

Eastern Education Group is committed to safeguarding our children and young people/vulnerable adults. We uphold fundamental British Values and expect all our employees to do the same. All appointments are subject to safer recruitment checks, including previous employment checks, online searches and an Enhanced DBS Check.

General Data Protection Regulations (GDPR)

In line with national legislation, and organisational policy, all data will be processed in a fair and lawful way, for the specific purpose and not disclosed in any way incompatible with such purpose or to any unauthorised persons or organisations.

Equal Opportunities

In accordance with the Equality Act 2010 the Group operates a policy of equality and diversity which protects employees, students and people who access the Group's goods, services and facilities, from discrimination on the basis of 'protected characteristics' which include: age, disability, gender, reassignment, marriage and civil partnership, pregnancy and maternity, race (colour, nationality and ethnic or national origins.), religion or belief, sex and sexual orientation.

DBS

The successful applicant will be required to complete and obtain a standard or enhanced disclosure check (role dependant) from the Disclosure and Barring Service. The cost of processing this will be £40 (Enhanced), and you will be required to make payment online via the safeguarding website before your employment commences. Further information about the Disclosure and Barring Scheme can be found at www.homeoffice.gov.uk or by speaking to a member of the Human Resources department.

Lecturing Pay Scales



Scale	Salary Bandings		Scale Points
Early Career Teacher	£29,583		1
	£30,762		2
	£31,956		3
Experienced Teacher		£34,599	4
		£36,906	5
		£38,814	6
		£40,974	7
		£41,964	8
Advanced Teacher			£43,188
			£44,313
			£45,948

To progress onto our Experienced Teacher Scale, you must hold a Level 5 teaching qualification or an equivalent. This ensures you have the advanced knowledge and skills required to excel in the role, support student learning effectively, and contribute to the continuous development of our educational standards. Exceptions to this requirement will be reviewed on a case-by-case basis, considering experience, expertise, and individual circumstances.



Group Character Strengths

We have eight Group character strengths that underpin all we do and we make it a priority to give our students the strength of character in order to shine above the rest when faced with employers or universities.

Not only do they apply to our students but also to our staff members and the reasons why Eastern Education Group is such a fantastic place to work.

Take a look below:

- **Resilience** – We are strong as an organisation and all teams work together to achieve. If and when we are faced with challenges we respond efficiently and effectively at all times.
- **Optimism** – We use education as a catalyst for positive social change and prosperity for the community we serve, leaving no-one behind. We want to inspire our students.
- **Curiosity** – We are a curious organisation, always trying to seek out new opportunities and ways in which we can break boundaries in the world of education.
- **Confidence** – We are confident. We believe in all that we do and we appreciate the abilities and qualities of every single staff member. We celebrate our successes and we remain sure that we will continue to lead as a provider of education.
- **Ownership** – We take responsibility for every single student and every single staff member ensuring our main goal is that everyone at the Group is happy and achieving to their full potential. Our amazing wraparound support demonstrates this perfectly.
- **Self-Control** – We are disciplined as individuals and always put the needs of our students first.
- **Ambition** – We are an ambitious organisation. We are constantly evolving as demonstrated with the new STEM Innovation Campus.
- **Respect** – We respect our staff and students alike and we put the success of our students at the heart of all that we do, preparing them for their future.