

Job Title: Lecturer / Course Manager – Agricultural Engineering

Status: Permanent, full time, 37 hours per week, multiple vacancies

Salary: £27,781- £36,979 (L6 - L13) Per Annum, plus a potential welcome bonus of up to £5,000 paid over two years

Closing Date: Midnight 19th January 2025

Due to continuous growth and ongoing investment into the Engineering department, we are delighted to open a Talent Pool as part of our rolling recruitment process. Applications will be reviewed regularly, and candidates will be contacted regarding next steps.

Overview

Reaseheath College is a forward thinking and dynamic College providing an excellent educational experience to over 4,500 students a year. The College has significantly invested in the Engineering facility, with a £7 million Advanced Engineering and Agri-Tech Centre boasting some fantastic, state of the art facilities and equipment for teaching purposes.

As the UK's leading academy for agricultural engineering, we are constantly raising the bar to deliver training in the advanced technology needed to maintain the complex tractors and agricultural machinery used in precision farming. Our Agricultural Engineering team with industry expertise, support the development of students technical knowledge and practical skills with the maintenance of agricultural machinery.

About the role

We are looking for highly motivated and enthusiastic individuals with strong industry and technical knowledge and experience to join our Agricultural Engineering department. Due to continuous growth and investment, we now have a Lecturer / Course Manager in Agricultural Engineering vacancy, with the prospect of recruiting multiple candidates to support the ongoing expansion of the department offering.

Key responsibilities:

- Plan, develop, and deliver Land-based Engineering curriculum content, consistent with college approved procedures to meet learner and customer needs.
- Lead and guide students in a range of practical, theoretical and assessment activity which enhances learning and exceeds industry expectations.
- Have a flexible approach where transferable skills and knowledge are utilised across all areas of the Engineering department.

- Build relationships with industry and associated stakeholders to enhance the reputation of the College and maximise income streams.
- Aid the management team in the acquisition of resources to aid in delivery of all programmes.

The successful candidate will:

- A period of relevant and successful time, within the vocational area focusing on agricultural engineering, engines, welding and fabrication, and machinery technology
- Minimum Level 3 qualification within the vocational area.
- Level 5 or 6 qualification in Engineering
- A relevant teaching qualification (or willingness to work towards one).
- Assessor award qualification (or willingness to work towards one).
- A relevant Internal Verifier's qualification (or willingness to work towards one).

We can offer you:

- 35 days annual leave plus bank holidays and a two-week festive/New Year shut down
- Generous pension scheme with an employer contribution of 28.68%
- Enhanced sick pay of up to 6 months full pay depending upon service
- On site gym membership available
- Pluxee reward scheme

As a College, we actively encourage applications from industry professionals without a teaching qualification, as well as those from qualified teachers. Reaseheath offers a full CDP programme with access to funded qualifications alongside hands on support whilst completing Further Education Training. Industry professionals joining the College in an academic role, will complete their Further Education Training whilst in post.

For more information, please refer to the additional job description.

Please note this role constitutes 'regulated activity' as defined by the Protection of Freedom Act 2012. The successful candidate will therefore be required to undertake an enhanced DBS check with barred list information prior to starting employment. You must also have the right to work in the UK and will be required to provide evidence to support this. In addition, online checks will be carried out during the recruitment process. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974.

Equality, Diversity and Inclusion

Reaseheath College is committed to achieving its public sector general equality duty, which is set out in the Equality Act 2010. The College has a clear mission and clear values, which incorporate equality, diversity and inclusion.

The College staff recruitment and selection process, CPD processes, policies and practice are designed to ensure that when employment decisions are made, they are based solely on the skills and qualities required for the position and comply with all relevant employment legislation and best practice standards.

Disability Support

The College is a Disability Confident Employer and will support any reasonable adjustments you require to perform your best during the recruitment process. You can contact the HR team at humanresources@reaseheath.ac.uk should you require any adjustments during either your application or during the assessment centre.

We reserve the right to close this vacancy earlier than the advertised close date if we receive a sufficient number of applications.

We do not accept applications or speculative CVs through recruitment agencies.

Apply online through this link -

https://ce0682li.webitrent.com/ce0682li_webrecruitment/wrd/run/etrec179gf.open?WVID=00289401d2&LANG=USA

Job Description details follow below.



Post Title: Lecturer/Course Manager

Responsible to: Engineering Manager

Status: Permanent

Purpose of the job: To plan and deliver practical, theory instruction, and assessment to a range of learners, to the highest of standards.

REASEHEATH COLLEGE MISSION

“Industry focused, career ready”

REASEHEATH COLLEGE VALUES

Every member of staff at the College has a responsibility for and commitment to the implementation of the College Vision so that the learner experience is a valuable and memorable one.

As an important part of our team you are also required to ensure that your behaviour towards both staff and learners demonstrates P R I D E in everything you do through actively supporting our Values:

P eople **R** esponsibility **I** ntegrity **D** iversity **E** xcellence

Key Tasks and Responsibilities of your Job Role

- Plans, develops, and delivers Land-based Engineering curriculum content, consistent with college approved procedures to meet learner and customer needs.
- Leads and guides students in a range of practical, theoretical and assessment activity which enhances learning and exceeds industry expectations.
- Conducts vocational assessment to our national programmes that meets with awarding body & College standards. In addition, to follow approved processes and procedures.
- Uses digital skills to enable the smooth administration of all programmes and assessment.
- Contributes to a high performing team within the Engineering curriculum area which ensures accountability and clarity of objectives. Therefore, utilising and developing the skills, knowledge, and competencies of all staff members.
- Has a flexible approach where transferable skills and knowledge are utilised across all areas of the Engineering department.
- Plans and implements quality assurance processes to enable consistency in training delivery, assessment and quality of provision being delivered.
- Ensures all teaching and assessment is delivered to a consistently good/outstanding level.
- Contributes effectively to improvement of Key Performance Indicators (KPI's).
- Works closely with internal delivery partners to ensure the customer has the best experience possible.
- Builds relationships with industry and associated stakeholders to enhance the reputation of the College and maximise income streams.

- Establishes effective working relationships with all interdependent areas of the College and industry, to support co-operative partnership working that facilitates the learner experience.
- Utilises, maintains, and develops the learning resources fully and effectively to enhance learner experience and employability.
- Optimises the use of college resources to deliver industry standard training.
- Aids the management team in the acquisition of resources to aid in delivery of all programmes.
- Works with the Curriculum Area Manager/Engineering Manager to ensure effective and efficient use of departmental budgets.
- Identifies cost effective methods of course delivery to ensure decisions are made with full consideration of the budgetary impact.
- Participates in full cost provision promoting the programmes available.
- Participates in marketing and recruitment of students and employers to attract potential learners.
- Participates fully in personal professional development following appraisal of individual needs using knowledge and skills to develop teaching practice.
- Always conducts themselves in professional manner.
- Take personal responsibility for supporting, promoting and following all College policies in relation to health and safety, safeguarding, equality and diversity and data protection within the scope of the post.

PLEASE NOTE

Reaseheath is an education establishment within an ever changing service and all staff are expected to participate constructively in College activities and to adopt a flexible approach to their work.

Your job description will be reviewed during your annual Performance Development and Review interview, and will be varied in the light of the changing business needs of the College.

The job description is not intended to be exhaustive and is only indicative of the nature and level of the responsibilities associated with the post at the date it was drawn up. Your duties may vary from time to time without changing the general character of the post or the level of responsibility. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the terms and conditions of employment associated with the post.

Reaseheath is committed to ensuring safeguarding procedures are adhered to and expects all employees and volunteers to embody this commitment.

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Person Specification

Post Title: Lecturer / Course Manager

Knowledge, Skills & Experience (E – Essential, D – Desirable)	
<ul style="list-style-type: none"> • Minimum Level 3 qualification within the vocational area. 	E
<ul style="list-style-type: none"> • Level 5 or 6 qualification in Engineering 	D
<ul style="list-style-type: none"> • A relevant teaching qualification (or willingness to work towards one). 	E
<ul style="list-style-type: none"> • Assessor award qualification (or willingness to work towards one). 	E
<ul style="list-style-type: none"> • A relevant Internal Verifier's qualification (or willingness to work towards one). 	E
<ul style="list-style-type: none"> • Level 2 Maths & English or equivalent. 	E
<ul style="list-style-type: none"> • Experience of delivering vocational training. 	D
<ul style="list-style-type: none"> • Experience in vocational assessment. 	D
<ul style="list-style-type: none"> • A period of relevant and successful time, within the vocational area focusing on agricultural engineering, engines, welding and fabrication, and machinery technology. 	E
<ul style="list-style-type: none"> • Digital skills in MS office Applications. 	E
<ul style="list-style-type: none"> • Demonstrable evidence of Continuous Professional Development 	D
<ul style="list-style-type: none"> • Knowledge of assessment and Internal Quality Assessment processes in line with awarding body and College requirements 	D
<ul style="list-style-type: none"> • Demonstrate an understanding of the high standards required in respect of health and safety, equality, and diversity, safeguarding and child protection. 	E
<ul style="list-style-type: none"> • Ability to build relationships within the industry to forward our reputation and business opportunities. 	D
<ul style="list-style-type: none"> • Ability to act in a professional manner and in line with the organisations policies and procedures. 	E
<ul style="list-style-type: none"> • Ability to communicate and negotiate effectively with individuals at all levels including students, parents, colleagues, and the wider industry. 	E
<ul style="list-style-type: none"> • Technically competent with the desire to develop inspirational and innovative teaching and learning ability. 	E

Internal

• Self-motivated with ability to motivate others and enthuse learners to succeed.	E
• Organised, adaptable and forward thinking.	E
• Ability to maximise student experience.	E
• Ability to plan, develop work programmes and resources to meet the learners needs.	E
• Ability to work within departmental budgetary limits.	E

Updated: 05/11/2024