JOB DESCRIPTION

ROYAL LEAMINGTON SPA COLLEGE

Post Title:	**Curriculum Leader – Nursing**
Salary Range:	**£39,711 per annum (Lecturer Salary Scale Point 8)**
Contract:	**Permanent / Full Time**
Reference:	**CS12441**

Eligible FE teachers may be able to claim a levelling up premium payment for teaching specific courses in various subject areas.

You must be in the first 5 years of your FE teaching career to claim. This means it must be 5 years or less since you started your first role with teaching responsibilities at an FE provider. If you were employed as a teacher in FE in the 2019 to 2020 academic year or before, you're not eligible to claim.

To find out more or to see if you would qualify, please follow the below link.

Levelling Up Premium >

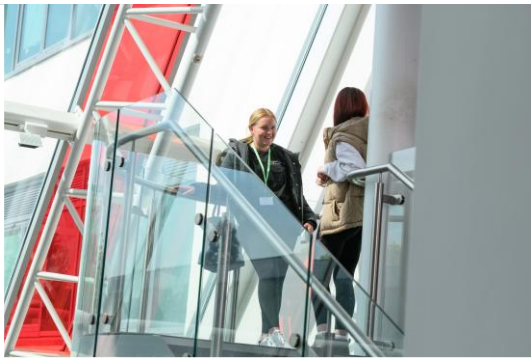
PROTECTION OF CHILDREN

Any offers of appointment will be subject to a Disclosure and Barring Service (DBS) check (formerly CRB), a certificate of good conduct if applicable, plus receipt of satisfactory references, Occupational Health clearance, an understanding of safeguarding and qualifications verification. An Enhanced DBS check is required for this position as you will be working within 'Regulated Activity' within a specific place (i.e. the College).

This role is classed as working within Regulated Activity. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. By applying for this position, you agree to an Enhanced DBS check in line with DBS regulations. For more information click below.

WCG Child Protection Procedure >





ABOUT ROYAL LEAMINGTON SPA COLLEGE

Warwickshire College Group (WCG) is a forward-thinking, multi-campus educational institution rooted in the Midlands and dedicated to empowering learners, driving regional prosperity, and addressing national priorities. **Royal Leamington Spa College** is a creative and healthcare hub, addressing skills gaps in esports, digital media, and health and social care. **Powered by WCG, Royal Leamington Spa College** is one of our diverse campuses across Warwickshire and Worcestershire, WCG combines tradition with innovation to deliver education that transforms lives and shapes futures.

To learn more about the WCG Strategic Approach, read our Impact Strategic Plan 2025-2028 below:

WCG Impact Strategic Plan 2025–28 >

BACKGROUND TO THE POST

WCG is developing a new Nursing qualification and is seeking an experienced and forward-thinking Curriculum Leader – Nursing to lead the design, development and implementation of the curriculum across the College.

The post holder will take a lead role in establishing the nursing curriculum, ensuring that it is high quality, innovative, inclusive, relevant to current and future workforce needs, and aligned with the requirements of the relevant awarding, professional, regulatory and quality bodies.

Working closely with senior leaders, curriculum teams, quality colleagues, employers, clinical and practice partners and other relevant stakeholders, the post holder will translate the requirements of the new nursing qualification into a coherent curriculum and lead its successful implementation across the College.

The post holder will be responsible for the ongoing development, review and enhancement of the nursing curriculum, ensuring that curriculum design supports excellent teaching and learning, student achievement, progression and employability.

The post holder will report to the relevant Head of School and will work collaboratively across curriculum areas and College functions to establish and embed the new nursing provision.

MAIN TASKS

A. **Teaching** – The person appointed will be able to contribute to the teaching programme.

B. **Preparation and Assessment –** The person appointed will develop and produce the new Nursing curriculum from initial concept through to implementation and ongoing review.

C. **Administration** - The person appointed will undertake administrative tasks relating to the programme(s) that they teach on and College requirements, under the guidance of the Head of School.

D. **Quality Systems –** The post holder will undertake Internal Verification / Moderation as required by the line manager. The College has a lesson observation process and all lecturers will have an observed lesson each academic year.

E. **Management**

- The person appointed will undertake Course Leadership/Management for our full-time programmes at Trident under the guidance of the Head of School.

- Major curriculum development and leadership.
- Extensive programme co-ordination/leadership and /or staff management/leadership.
- Have responsibility for major cross College functions (i.e. marketing, curriculum development, staff development

F. **Health and Safety –** To ensure a safe working environment for colleagues, students and visitors in line with the HASAW Act and the College Health and Safety Policy.

G. **Safeguarding –** Safeguard and promote the welfare of children and at-risk adults for whom you are responsible and whom you come into contact with.

In order to support during busy exam periods, you may be asked to undertake exam invigilator duties. The College will provide training.

The list of duties is not exhaustive but outlines the main features of the post at appointment and may vary as the job evolves without affecting the nature of the duties or the responsibility level.

CORE TEACHING COMPETENCIES

Planning and Organising Learning

- Plan appropriate, effective, coherent and inclusive learning programmes (schemes of work) that promote equality and engage with diversity.
- Plan teaching sessions which meet the aims and needs of individual students and groups, using a variety of resources, including new emerging technologies (lesson planning)

Demonstrating teaching and learning skills

- Apply the principles of learning to provide learning activities to meet curriculum requirements and the needs of all students in their group.
- Select the relevant learning approaches and skill development to ensure their students' progress in their lessons.

Demonstrating assessment skills

- Apply the theories and principles of assessment including initial, diagnostic, formative and summative assessment.
- Use a variety of methods to check learning in their lessons (formative assessment)
- Provide regular and timely feedback to students to enable then to improve and achieve their qualifications.
- Prepare their students for summative assessment whether this be for an exam, course work or assignments etc.

Driving student access and progression

- Provide prospective students with appropriate information about the College and its courses to enable them make informed choices at interview.
- Support students to progress beyond their course, and refer them to appropriate information and guidance.

Taking responsibility for subject specialist knowledge

- Demonstrate an updating of their own subject specialist knowledge to ensure the currency of their own specialist teaching.
- Convey enthusiasm for their own specialist area to their students

Managing personal learning and development

- Engage in annual continuing professional development to improve teaching and learning practice, and update subject specialist knowledge.
- Undertake reflection and self-evaluation of own practice and their continuing professional development.
- Comply with the College expectations of professional conduct

LEAVE ENTITLEMENT

The College offers a generous leave entitlement of 48 days leave (includes 35 days leave, 8 statutory Bank Holidays, 4 College closure days at Christmas and an annual Relaxed Day) pro rata for part time.

HOURS OF WORK

The postholder will be expected to work such hours as are necessary for the proper performance of their duties and responsibilities, normally 37.

PLACE OF WORK

The principal place of work will be the College's premises based at our **Royal Leamington Spa College**. However, the post holder may be required to work on either a temporary or an indefinite basis at any premises at which we may provide services.

OFFERS OF WORK

For the successful candidate a conditional offer of work will be made. Our offer of work will be conditional upon a number of mandatory pre-employment checks, to include but not limited to: DBS, Barred List check, right to work check, internet search, TRA check (academic posts).

TEACHING QUALIFICATIONS

The College values having a fully trained workforce to provide outstanding instructing and learning for our students, and has supportive teacher training pathways to help new colleagues thrive from day one. All student facing staff will be enrolled on our 8-week Teaching Essentials course as part of our onboarding programme.

And if you're not yet teacher qualified, don't worry — you'll follow a tailored training route linked to your role, with full guidance from our Quality Department after your appointment to get on to the Level 3 Award in Education and Training (AET).

EMPLOYEE BENEFITS

When you join WCG we offer you a whole host of employee benefits, including:

- Comprehensive training programme.
- Generous leave entitlement plus up to four free College Closure days a year
- WCG offers all employees who are carers the option to request a period of Carer's Leave that is equal to their usual working week, paid at their normal pay.

- Leadership & Management training programme to develop our next generation of managers.
- Superb health and wellbeing support with Wellbeing@WCG.
- The opportunity to join our voluntary health cash plan run by Health Shield.
- Discounted Full Cost Recovery courses.
- Cycle to work scheme.
- Free on-site gym
- Discounted hair and beauty treatments in our College salons.
- Pension schemes.
- Free will writing service.
- Free car parking on-site.
- Free flu vaccination voucher (available annually)

PERSON SPECIFICATION

Physical Make-up

Ability to perform the tasks as described in the job description. If you have a disability you should not be discouraged from applying, since there are schemes available within the College which allow for the provision of special aids, premises to be adapted and other appropriate support provided.

Ways in which these schemes might help in particular circumstances can be discussed with the People Services department when making your application.

		How it is Measured	
Attainments:		**Application Form**	**Interview**
Essential	A Nursing Degree in relevant field	•	
	Registered nurse with NMC registration	•	
	GCSE grade A-C or equivalent qualification in Maths and English or a willingness to achieve literacy and numeracy qualifications within the first 12 months of employment.	•	•
	Clinical experience from a nursing setting.	•	
	Teacher Training Qualification or the willingness to undertake the courses required to gain this.	•	•
	A willingness to undertake continuing professional development.		•
	Previous experience of teaching full time students at the relevant level and subject.		•
Desirable	A Master's degree in a health-related subject	•	

Key Experience and Attributes			
Essential	Experience of NMC programme approval processes.		•
	Experience of teaching and learning.		•
	Experience of assessment in learning and monitoring student progress.		•

	Proven track record of personal learning and development.		•
	Demonstrates subject specialist knowledge		•
	Working with students to enable success and progression.		•
	Engagement in new and emerging technologies.		•
	Evidence of formal structured training in Motor Vehicle.		•
	Ability to teach up to level 3.		•
	Ability to develop and maintain high quality education and training programmes.		•
	Administrative skills, including IT skills.	•	•
	Evidence of excellent attention to detail.	•	•
	Friendly and helpful with an enthusiastic and flexible approach		•
	Knowledge of current curriculum developments in the post 16 sector.		•
	Experience of working with outside agencies and organisations.	•	•
	Demonstrable experience of the ability to successfully meet deadlines.		•
	Ability to demonstrate an understanding and knowledge of safeguarding and promoting the welfare of children and at-risk adults.		•
	Ability to demonstrate behaviours which support the Core Values of the College.		•
	Ability to demonstrate an understanding and knowledge of Equality & Diversity.		•

Candidates should apply by sending a copy of their CV to jobs@wcg.ac.uk

When selecting applicants for shortlisting, the panel will consider the requirements listed in the Person Specification above. You are, therefore, advised to ensure that your application addresses the issues raised by providing examples/evidence.
We are conscious of the time and effort spent on applications. We do thank you for your interest. Due to the number of applications the College receives, we are unable to provide feedback for candidates who are unsuccessful at shortlisting; however, we aim to notify all successful candidates within 1 week of the closing date.

The College regrets that it is unable to pay expenses incurred by attendance at the interview.