Loughborough College Group
Job Description

1. Job Details

Job Title:	Lecturer in Caring Services
Department:	Caring Services
Reporting To:	Curriculum Head
Hay Grade:	G3/G4
Salary:	£13,549.20 - £15,880.80 Per Annum (Based on FTE £33,873 - £39,702)
Date of Job Evaluation:	TBC
Date:	November 2026

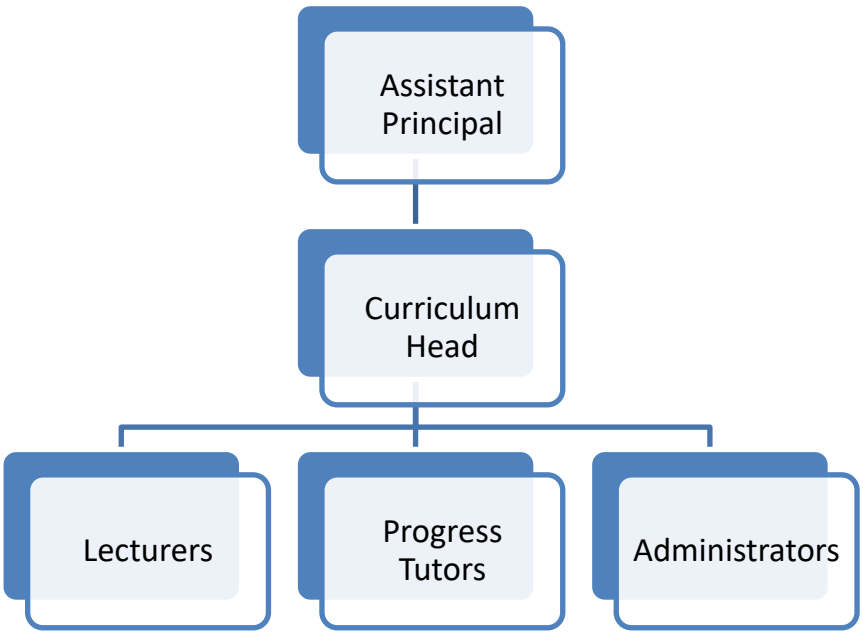
2. Job Purpose

To deliver inspiring teaching and learning where knowledge being transferred is predominantly know-why or conceptual knowledge.

3. Dimensions

Not Applicable

4. Organisation chart



This document is the property of the Loughborough College Group.
Any reproduction, even partial, is prohibited without prior written agreement.
Document "uncontrolled" when printed.

5. Diversity and Inclusion

Loughborough College Group is committed to operating with Fairness, Respect, Equality, Diversity, Inclusion and Engagement at the heart of our organisation.

We are all responsible for ensuring that all individuals receive the same opportunities to develop, grow and achieve their full potential, regardless of personal circumstances and individual differences.

Our FREDIE values are relevant to the whole College community and support the way in which we work and interact with each other.



6. Key Responsibilities

Role specific responsibilities

- To teach and assess across a range of courses in your relevant subject area, including preparation of teaching material.
- To keep all records necessary for the efficient running of courses as well as those records required by Loughborough College for funding, quality assurance, auditing and other purposes.
- To keep up to date with developments in the relevant subject area.
- By agreement, attend and actively participate in team briefings/meetings and recruitment events.
- Be responsible for promoting and safeguarding the welfare of children, young people and vulnerable adults that you may be responsible for or come into contact with.
- To modify duties and responsibilities as required to meet new situations, in consultation with the curriculum area leader/manager and college management

Core Responsibilities

- To promote the College's vision, mission and strategic objectives and to promote the values and behaviours which underpin them at all times.
- To act as an ambassador for the college in dealings with all external agencies (other colleges, funding bodies, suppliers, learners, parents and employers) and to maintain the highest standards of professional conduct.
- To promote Loughborough College Group and its subsidiaries as the first-choice destination for learners, employers and staff alike.
- To proactively promote equality of opportunity in all aspects of the work role and to assist in the leadership and management of compliance to the agreed Health & Safety policy and practice.
- To promote a positive approach to security and discipline within the College community.

7. Key Result Areas

Action	Result
Participate in curriculum development.	Resourced programmes of study.
Planning, preparation, delivery, and assessment of effective learning programmes.	To ensure students achieve.
Create and apply effective differentiation and stretch and challenge techniques.	To ensure all students achieve to the best of their ability.
Monitor progress in lessons and disseminate learner progress with key staff.	To ensure students are on track to achieve or go beyond their target grades.
Participate in the development of assessments/assessment strategies and give high quality feedback.	To ensure students can meet their targets and progress.
To participate in moderation and internal verification.	To ensure Awarding Organisation criteria are met and academic standards maintained.
Participate in staff development opportunities.	To ensure teaching and learning is up to date and maintained to the highest standards.
Participate in team/department activities and meetings.	Increased recruitment, broader knowledge of department.

8. Key Working Relationships and Communications

Internal: Assistant Principals, Curriculum Heads, Curriculum Staff, Administration Staff, Support Services Staff

External: Awarding Bodies

9. Scope for Impact

Not Applicable

10. Knowledge, Skills and Experience (Person Specification)

QUALIFICATIONS		ESSENTIAL	DESIRABLE	HOW ASSESSED
1.	Possess a degree in a relevant subject area (or equivalent qualification)	•		Application/ Interview
2.	Possess a PGCE or equivalent teaching qualification or be willing to undertake if appointed.	•		Application/ Certificates
3.	Possess qualifications in Maths and English Levels 4-9 (GCSE Grades A-C) or equivalent	•		Application/ Certificates
EXPERIENCE				
4.	Experience of delivering vocational/ academic programmes to students	•		Application
5.	Experience of teaching within an FE/HE context		•	Interview
6.	Experience in a relevant vocational industry setting (Nursing, midwifery, healthcare)	•		Application
7.	Experience of supporting and managing diverse groups of students	•		Application/ Interview
8.	Proven experience of motivating students to achieve excellent results	•		Interview
9.	Experience contextualising and embedding learning to meet specific learning needs	•		Interview
10.	Evidence of effective use of ICT/ILT in all aspects of work	•		Interview
11.	Experience of collaborating with teaching colleagues from other subject areas	•		Interview
SKILLS & KNOWLEDGE				
12.	Excellent teaching and learning skills	•		Interview
13.	Experience of active learning and assessment methods	•		Interview
14.	Knowledge of a range of teaching methodologies and the ability to utilise these effectively within a variety of contexts	•		Interview
15.	Work flexibly and to deadlines	•		Interview
16.	Excellent planning, administration and organisational skills	•		Interview
17.	Communicate effectively to a diverse range of stakeholders at all levels	•		Interview
18.	Work autonomously and as a part of a cross-curricular team	•		Interview
19.	Provide clear and formative feedback on academic and pastoral issues	•		Interview
20.	Demonstrate your understanding of diversity and inclusion	•		Application/ Interview
BEHAVIOURS				
21.	Work effectively with colleagues as part of team	•		Interview

22.	Motivate and relate with students from a range of different cultural backgrounds	•		Interview
23.	Comply with professional standards at work	•		Interview
24.	Show commitment to the improvement and maintenance of standards	•		Interview
25.	Promote the College's equal opportunities policy and practices	•		Interview
26.	Ensure the safeguarding of students	•		Interview

Notes

1. A satisfactory Enhanced Disclosure & Barring Service check is required for this post. Loughborough College Group is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

2. As part of this role, you are expected to undertake reasonable additional duties such as Exam Invigilation, Welcoming Students and Staff onto campus, supporting with open days and promoting a safe environment across the College Group. This is expected of you in the post mentioned above and all other posts within the College Group.

3. This job description and person specification was prepared in November 2026 and may be amended in light of changing circumstances following discussion with the post holder.

11. Job Description Agreement

Job Holder Signature		**Date**	