

Loughborough College Group

Job Description

1. Job Details

Job Title:	Sessional Lecturer in Caring Services
Department:	Caring Services
Reporting To:	Curriculum Head
Competency Level:	Teaching 2
Hay Grade:	G3/4
Salary:	£30.47 per hour
Date of Job Evaluation:	November 2025
Date:	October 2026

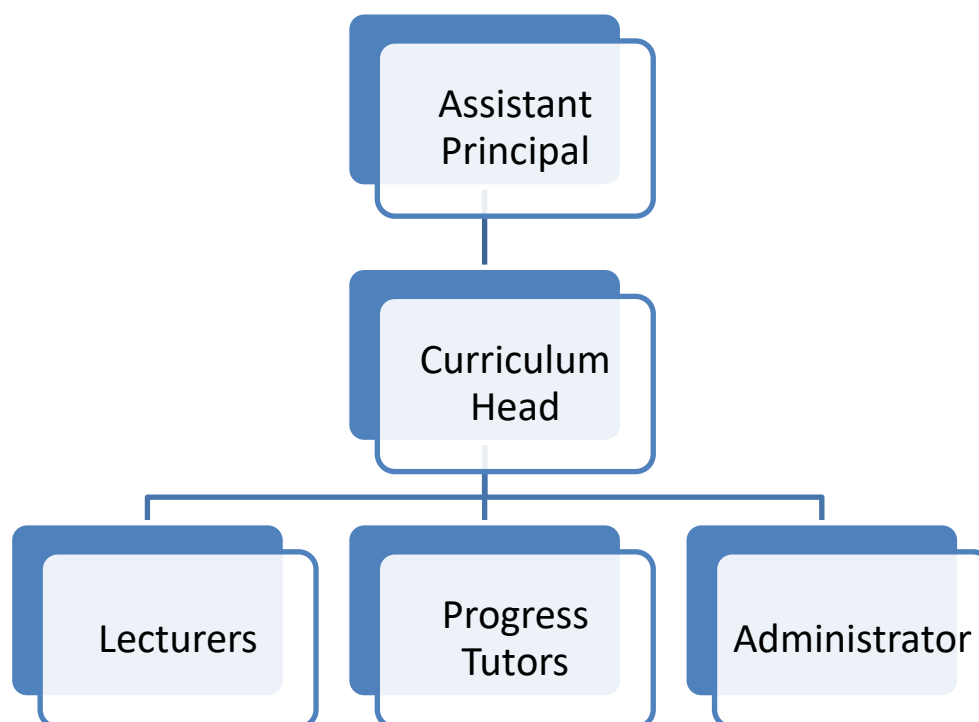
2. Job Purpose

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

3. Dimensions

Not applicable.

4. Organisation chart



Name:	Job description Template	Owner:	HR
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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 groups 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 group 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 Principal, Curriculum Head, Curriculum Staff, Administration Staff, Support Services Staff.

External: Awarding Bodies.

9. Competency Profile

The following profile is a description of the required competencies of the role:

Working with Excellent People	Responsiveness
Inspires people to reach great heights of performance and success through leadership considering the FREDIE values. Effectively manages team to deliver a service, providing clear direction and support. Increases employee engagement Communicates with impact and sophistication; adapts style and uses varied media to meet different audience needs.	Handles change with responsiveness and adaptability. Looks for opportunities to do own job better; puts forward ideas. Always considers longer term impact of own tasks Uses a structured and collaborative approach to solving problems in own and related work areas. Reaches clear, definite and timely decisions based on thorough understanding of the facts and an eye to their practical implications. Multi-tasks and consistently delivers own and team objectives on time and to standard.
Ensuring Financial Sustainability	Self-Awareness
Works efficiently; makes best use of the College's resources. Own work consistently contributes to the strategic aims of the College.	Maintains a healthy and safe environment for College people and visitors. Swiftly implements changes to keep up with legislation and best practice. Improves diversity, equality and inclusion in own area; challenges inappropriate behaviours. Understands self and others; communicates with sensitivity; handles difficult people and events effectively.
Delivering Excellent Quality	
Anticipates customer needs; prevents poor service; delivers consistently high-quality service. Credibly represents the College by demonstrating a superior knowledge of subject area - current and related topics. Takes ownership for own development, supports that of others and develops beyond own role. Uses online collaboration and networking as a means of developing, exchanging and communicating information.	

10. Scope for Impact

Not applicable.

11. Knowledge, Skills and Experience (Person Specification)

QUALIFICATIONS		ESSENTIAL	DESIRABLE	HOW ASSESSED
1.	Possess a degree in a relevant subject area (or equivalent qualification)	•		Application/ Certificates
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.	Proven experience of motivating students to achieve excellent results	•		Application/ Interview
8.	Experience contextualising and embedding learning to meet specific learning needs	•		Interview
9.	Evidence of effective use of ICT/ILT in all aspects of work	•		Interview
10.	Experience of collaborating with teaching colleagues from other subject areas	•		Interview
11.	Experience of supporting and managing diverse groups of students	•		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. 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 October 2026 and may be amended in light of changing circumstances following discussion with the post holder.

12. Job Description Agreement

Job Holder Signature		Date	
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