**Foundations Lecturer - Construction Skills**

**Full time, Permanent**  
**up to £37,427 p.a.**

We are seeking an enthusiastic and dedicated construction teacher to join our team supporting learners with special educational needs or students at risk of becoming NEET.

**What we are looking for:**

* Possess a certified teaching qualification, or willingness to work towards one.
* Hands-on experience within the construction industry: groundworks, bricklaying, carpentry and plumbing.
* Two years' experience instructing 16–19-year-old students, with specific expertise in differentiating teaching methods and technologies to accommodate diverse learning abilities and needs.
* Understanding of innovative strategies to engage disadvantaged learners.
* Excellent communication skills, strong classroom management abilities..
* Passionate about nurturing the talents of all students and enabling them to reach their full potential.
* Previous exposure to specific conditions like autism, ADHD and dyslexia is desirable, and a willingness to further your skills in trauma informed approaches.

**Duties/responsibilities:**

* Plan and deliver engaging, inclusive learning in the classroom and in workshops.
* Provide 1:1 and group tutorial support, adapting prescribed content to meet the needs of the learners; setting personalised targets with regular reviews
* Promote inclusive teaching strategies to facilitate participation of all students
* Assess students' work regularly and provide constructive feedback
* Ongoing target setting throughout the year, with regular reviews and feedback
* Maintain accurate records and evidence of student progress and needs
* Guide students on progression routes, careers advice and further training
* Work with employers to shape the curriculum and produce work ready applicants

**Benefits:**

We offer a close-knit, supportive working environment focused on staff and student wellness. Our attractive, green belt campus has excellent facilities and transport links.

* A discounted on-site gym, sports hall, fitness class, osteopathy and day nursery
* 5-minute walk from Ewell East Station, Free parking on-site
* Discounted Starbucks, Modern hair and beauty salon offering employee discounts
* Free online qualifications

*Nescot is graded ‘Good’ by Ofsted following its latest inspection in January 2023. Inspectors rated the College as Good in all 8 aspects. Safeguarding arrangements are “effective” with regular training for staff, and leaders have in place “an effective policy for safer recruitment.”*

*At Nescot, we’re proud of our inclusive culture and we welcome all applications. Applicants must be willing to undergo child protection screening including checks with past employers and criminal record checks (enhanced DBS clearance).*

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**Interviews will be held as and when candidates apply**

**Job Description**

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| **Position Details:** | |
| **Title:** | Foundation’s lecturer – Constructions Skills |
| **Department:** | Foundation Learning |
| **Fraction:** | 1.0 |
| **Status:** | Full Time |
| **Grade:** | NLEC 4 |
| **Child/Vulnerable Adult Contact:** | Yes |

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| **Reporting / Department Details:** | |
| **Responsible to:** | Head of Foundation Learning |
| **Functional links with:** | Employers, Curriculum Staff, Progression Coaches, Assistant Principal Learner Experience and Learning Support, External Agencies. |

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| **Job Purpose:** |
| We are seeking an exceptional Construction Teacher to deliver high-quality teaching, learning and tutorial support to students with special educational needs and developing English/maths skills on our construction and groundworks courses.  The primary purpose of this role is to   * Plan and facilitate an inclusive learning environment that engages and inspires neurodiverse students. * Employ a range of differentiated teaching methods, adaptive technologies and personalised strategies to accommodate individual abilities and learning styles. Through both classroom instruction and supplementary 1:1/group tutorials, you will equip students with vital technical skills, knowledge and hands-on experience in the construction field. * Provide coaching that nurtures the personal development, wellbeing and independent living capabilities of your students. This includes mentorship on building confidence, resilience, emotional regulation, and crucial life skills * Close collaboration with learning support staff and external agencies is key to holistically supporting students' academic and pastoral requirements. * Actively contribute to the ongoing enhancement of the curriculum through designing up-to-date resources and helping ensure courses meet latest standards. * Embrace professional development opportunities to continuously elevate your expertise in SEN pedagogy and construction subject knowledge.   Overall, you will create a positive, supportive atmosphere where all students can thrive and fulfil their potential within the classroom and beyond. Your commitment to inclusive, student-centred education is essential to effecting meaningful impacts. |

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| **Main Duties and Tasks:** |
| Teaching & Learning:   * Plan and deliver engaging theory and practical lessons in construction and groundworks to SEN learners and students with developing English and maths skills * Differentiate teaching methods, resources and assessments to meet individual learning needs * Utilise assistive technologies to aid learning * Promote inclusive teaching strategies to facilitate participation of all students * Set appropriate coursework, homework and learning activities * Assess students' work regularly and provide constructive feedback * Record student progress, through assessment and contribution to student record   Tutorial Support:   * Provide 1:1 and group tutorial support, adapting prescribed content to meet the needs of the students * Set personalised targets for students and conduct and record regular reviews of their progress * Facilitate discussions on personal development, study skills, employability, citizenship, and health * Mentor students in building self-esteem, resilience, and emotional regulation strategies * Coach students on managing anxiety, behaviour challenges, and developing social skills * Explore practical independent living skills, life skills, and personal safety as appropriate * Collaborate with internal pastoral teams and external agencies to provide specialised support * Maintain accurate records of student progress, attendance, targets, and causes for concern.   Curriculum Development:   * Keep up-to-date with developments in construction curriculum and qualifications * Create and update engaging schemes of work, lesson plans and resources * Ensure teaching meets awarding body standards and prepares learners for assessments * Contribute to continuous improvement of construction department's courses   Other Responsibilities:   * Undertake student supervision duties as required (break, enrichment activities etc.) * Attend departmental, course team and stakeholder meetings * Complete administrative tasks and maintain student records * Participate in professional development to enhance SEN and subject knowledge * Promote a safe, secure and positive learning environment at all times * Adhere to all College policies, procedures and code of conduct   The role requires excellent curriculum knowledge coupled with the ability to adapt teaching for neurodiverse learners. Supporting students' academic and pastoral needs is key, as is collaborative work with internal teams and stakeholders. |

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| **Personal Development:** |
| * Participates in, and co-operates with, own Performance Review Interview to ensure that job-related targets are met and ongoing staff development in line with Nescot’s aims. * To carry out Continuing Professional Development (CPD) relevant to the role, including subject or professional updates. * To work within the security guidelines and any relevant codes of practice and rules laid down by the College. * To comply with the College’s Code of Conduct for employees and any regulations which the College may from time-to-time issue to ensure the efficient and safe operation of its business and the welfare and interests of its employees and students. In particular to be responsible for the safe custody and proper use of all furniture, equipment, tools, materials etc. used by your class(s). |
| **Equality and Diversity and Nescot Values:** |
| * It is the responsibility of the post holder to promote equal opportunity and recognition of diversity and Nescot Values throughout the College. * The post holder will undertake their duties in full accordance with the College’s policies and procedures relating to equal opportunity and diversity and Nescot Values. |

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| **Safeguarding and PREVENT Responsibilities:** | |
| * It is the responsibility of the postholder to commit to safeguarding and promoting the welfare of students within the College. * The postholder will undertake their duties in full accordance with the College’s policies and procedures relating to safeguarding, PREVENT and promoting the welfare of students. | |
| **Additional Duties:** | |
| * To undertake such additional duties as may be reasonably required commensurate with the level of responsibility within the College at the initial place of work or any other of the College's sites within the area. | |
| **Health and Safety:** | |
| * Under the Health & Safety at Work Act 1974, whilst at work, you must take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions.  In addition, you must co-operate with the College on health and safety and not interfere with, or misuse, anything provided for your health, safety or welfare. * The Health and Safety Policy is available through Sharepoint, your line manager or via Onboarding. | |
| **Annual Leave:** | |
| Please note that it is expected that post holders will take their annual leave at times convenient to the department and it’s students, which will normally therefore be at times when students are not in College.  This job description is current as dated. In consultation with the post holder it is liable to variation by the College to reflect actual, contemplated or proposed changes in or to the job. | |
| UPDATED BY: Assistant Principal, Student Experience and Learning Support | Date: June 2024 | |
| UPDATED BY: HR | Date: June 2024 | |

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| **Person Specification – Lecturer in Foundations – construction skills** | | | | |
|  | **Essential** | **How Identified\*** | **Desirable** | **How Identified\*** |
| **Experience** | * Prior industry experience working in construction trades/groundworks * Minimum 2 years' experience delivering curriculum to 16-19 year old students in FE/tertiary setting * Proven track record differentiating instruction for diverse learners including those with SEN and developing English/maths skills * Understanding of strategies to support learners across the ability spectrum * Experience with course planning, assessments, and Quality Assurance processes | A/I  A/I  A/I  A/I  A/I | * Experience using assistive technologies * Familiarity with specific conditions like ASD, ADHD, dyslexia etc. * Experience providing pastoral care, mentoring and coaching students * Multi-agency working with internal/external support teams | A/I  A/I  A/I  A/I |
| **Skills and Abilities** | * Excellent communication and interpersonal skills to engage diverse learners * Competence in construction skills/practices (health & safety, tools etc.) * Ability to adapt teaching style and resources for different learning needs/preferences * Strong classroom management and behaviour strategies * Skilled in differentiated instruction and inclusive teaching methods * Strong organisational, planning and time management abilities * Good administrative skills to facilitate day to day reporting on student progress and assessment * Passionate about nurturing students' academic and personal growth |  | * Knowledge of specific SEND conditions and support strategies (ASD, ADHD etc.) * Coaching and mentoring skills to build self-esteem, resilience etc. * Ability to effectively collaborate with multidisciplinary teams * Proficient in using educational technologies and assistive learning tools * Willingness to continue professional development in SEND and subject pedagogy |  |
| **Qualifications** | * Educated to Level 2 or above in Maths, English * PGCE/Cert Ed | A / I  A/I | * Construction qualifications | A |
| **Personal Qualities** | Good organisational skills  Able to use own initiative  Be reliable and maintain confidentiality  Provide prompt, efficient and effective customer service  Ability to work under pressure  Flexible to work Open Evenings, Open Days which may include some Saturdays and evening (advance notice would be given)  Commitment to continuing professional development  A demonstrable commitment to Equality & Diversity and Nescot Values  Commitment to safeguarding, PREVENT & promoting the welfare of students  The required health and physical capacity to carry out the relevant teaching activities, after the College has made such adjustments as may be required under the disability provisions of the Equality Act 2010  Commitment to energy management and sustainability | A/I  A  A/I  A/I  A  I  A/I  A/I  A/I  A/I/M  I |  |  |

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| **KEY** | | | | |
| **A** = Application Form | **I** = Interview | **O** = Observed Teaching Session | **T** = Test | **M** = Medical Questionnaire |