**Lecturer in Hairdressing**

**Full Time, Permanent**

**up to £45,185 p/a**

**Sessional Hairdressing Lecturer**

**Part Time, Fixed term until 31/7/2026**

**Up to £32.21 per hour**

At Nescot we have an exciting opportunity for 1 Full time Lecturer in Hairdressing and 1 Sessional Lecturer in Hairdressing to join our successful hairdressing department. Due to the successful expansion of the department, we are additionally looking for a lecturer to teach sessional hours. As a hairdressing lecturer you will play a crucial role in delivering high quality teaching across levels 1 – 3 and apprenticeships equipping students with the knowledge and skills needed to excel.

**What we’re looking for:**

* A motivated, dynamic and passionate individual looking to inspire the next generation of hairdressers
* Must hold a Level 3 Hairdressing qualification
* Experience in teaching and assessing is desirable
* Robust hairstyling and colouring skills and a strong interest in competitions

**Duties:**

* Plan and deliver outstanding teaching including learning related and tutorials
* To take an active part in team meetings to help ensure the continued high student retention and achievement rates in the department
* Accurately maintain registers
* Ensure that appropriate learning materials are prepared and assessments and assignments are carried out in a timely manner
* Promote student welfare

**Benefits:**

* A discounted on-site gym, sports hall, fitness class, osteopathy and day nursery
* 5-minute walk from Ewell East Station
* Discounted Starbucks
* Blue light discount
* Free online qualifications
* Free parking on-site

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). *Nescot is graded ‘Good’ by Ofsted following its latest inspection in January 2023. Inspectors rated the College as Good in all 8 aspects. The report recognises that students “enjoy their courses and are motivated to succeed”, and benefit from “highly supportive relationships” with staff. At Nescot, we’re proud of our inclusive culture and we welcome all applications.*

**Closing date for online applications is 22 June 2025**

**Interviews will be held week commencing 30 June 2025**

**Job Description**

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| **Position Details:** | |
| **Title:** | Lecturer in Hairdressing |
| **Department:** | Hair |
| **Fraction:** | Full Time and Sessional |
| **Status:** | Permanent and Fixed Term |
| **Grade:** | NLEC 10-14 – Advanced Practitioner 1-6 |
| **Child/Vulnerable Adult Contact:** | Yes |

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| **Reporting / Department Details:** | |
| **Responsible to:** | Curriculum Manager, Hair and Beauty |

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| **Job Purpose:** |
| To teach and train students in a variety of learning environments and across FE and Apprenticeship provision.  To provide support and opportunities for students to achieve their maximum potential. |

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| **Main Duties and Tasks:** |
| * To teach on the course(s) specified in the timetable(s) provided. * To complete the administrative work connected with teaching efficiently and effectively, including the preparation of class materials, marking of coursework and/or assignments, assessment of students, setting and marking of relevant examination papers (modular or terminal), progress reports, records of students work and other termly or annual statistics as required. * To accurately and regularly maintain registers of students’ attendance for each of your classes in accordance with the regulations printed on registers including completing the totals at the end of each session. * To prepare your learning materials in varied formats to facilitate a differentiated approach to teaching delivery and student learning. * To provide within the learning programme indications of the frequency of assessment of student work, deadlines for completion by student, and timetable for discussion of outcomes with staff, recording this within College systems as required, and to provide such copies as may be required by Programme Co-ordinator, Head of Department, Department Administrator and/or CIS. * To prepare, before the course(s) begins, a Scheme of Work or an outline of your course to induct students onto programmes and to advise students on their choice of books, materials and other educational aids relevant to their course. * To comply with the relevant Health and Safety legislation in connection with your work. To be aware of any special requirements of your particular area of work and to assume a level of responsibility appropriate to your role as set out in College Policies and Procedures. * To adopt a consistent approach to dealing with student discipline within the College’s disciplinary guidelines, codes of conduct and other rules laid down by the College. * To promote student welfare. * 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). * If so directed, to participate in any staff development or appraisal scheme of the College, for which payment will be made. * To support any visit by your Line Manager, an Ofsted Inspector or Senior Member of the College staff during any classes conducted by you. * To be responsible for the conduct of your class and to support and discipline students within the College policy and procedures to maintain an effective learning environment for all (using the support of line managers and cross college facilities where necessary). To report any instances of misconduct, including by a student damaging equipment, furniture or premises, to your line manager. * To follow up student absences, withdrawals and destinations, by telephone, letter or other appropriate means and to inform Head of Department, Programme Coordinator and CIS of final outcome to inform future action. * To be an active member of your course teams so that targets for enrolment, retention and achievement as agreed with the Head of Department are achieved, and to participate fully in team meetings, and other meetings/evenings as required in addition to teaching and administrative responsibilities, for which time off in lieu will be given. * To co-operate with the quality improvement programme within the college as required including full participation in the lesson observation programme.   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 and coach students in relation to 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. |
| **Personal Development:** |
| * Participates in, and co-operates with, own Performance Review Interview to ensure that job-related targets are met and on going 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). * Staff at Nescot are required to complete mandatory online training modules to ensure the highest standards of education and safety. This training covers (but not limited to) child protection, health and safety, first aid, fire safety, safeguarding, and data protection. Additionally, staff may be required to undertake training specific to their role. This ongoing professional development is essential for maintaining a positive and supportive environment. |

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| **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. |

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| **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.  Copies of Nescot’s Health & Safety Policy are available in every Department and/or from Human Resources. |

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| **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: HoD Date: June 25  UPDATED BY: HR Date: June 2025  PLEASE CONTINUE FOR PERSON SPECIFICATION |

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| **Person Specification – Hairdressing lecturer** | | | | |
|  | **Essential** | **How Identified\*** | **Desirable** | **How Identified\*** |
| **Experience** | Relevant and recent work experience in the hairdressing industry (minimum 5 years since gaining their Level 2) in both colouring and cutting**.**  A strong interest in styling and developing student skills for competitions  Willingness and commitment to undertake research and personal development in identified areas to be able to deliver the agreed curriculum | A  I  A/I | Recent experience in teaching and assessing hairdressing across all Levels (1 – 3)  Previous experience of tutoring/pastoral care on FE programmes  Toni&Guy trained. | A / I  I  A |
| **Skills and Abilities** | IT Level 2  A range of relevant skills to be able to teach hairdressing  Willingness and commitment to undertake on the job training/mentoring to deliver tutorials to students on FE programmes  Computer literacy in MS Office packages  Ability to provide tutorial/pastoral care to students on FE programmes | T  A/I  I  T  I |  |  |

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| **Qualifications** | Qualified at Level 2 and Level 3 Hairdressing.  Willingness and commitment to undertake training for the C & G Award in Education & Training and undergo College teacher’s toolkit training programme if candidate does not possess recognised teaching qualification | A  A/I | Possess a C & G Award in Education & Training or above recognised teaching qualification.  Hold the A1 Assessors Award (or equivalent)  Hold the V1 Internal Verifiers Award (or equivalent) | A/I  A  A |
| **Personal Qualities** | Able to evidence goodcommunication skills, both written and spoken  Able to evidence ability to work well within a team  Able to evidence organisational and administrative skills  Ability to respond to differing student needs and be proactive in helping them to succeed  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 | I  I  I  I  I  I  I  M  I |  |  |

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