**Lecturer in Animal Management**

**Full time, part time and fixed term opportunities**

**£32,542 - £38,363 per annum full time salary**

*Nescot is recognised as the ‘Employer of the year’ at the Surrey Business Awards 2024 and offers a wide range of benefits and wellbeing activities to staff.*

We are seeking a part-time and full-time position to join our dynamic lecturing team in animal management. Our animal management courses range from Level 1 to Level 6. Our facilities include a diverse range of species in our animal management centre, alongside industry-relevant practical and theoretical training. We are committed to excellence in education and ensuring our students are fully prepared for careers in the animal industry.

**What we are looking for:**

* A proactive and experienced Lecturer in Animal Studies to deliver engaging and high-quality teaching across Levels 1 to 6.
* Candidates should be innovative and pro-active in their approach to working with learners and have a commitment to further training and development as new initiatives evolve.
* Experienced in motivating young people and adults to achieve the most from their time at college, and sensitive to your learners’ needs whilst enabling them to express and reach their true potential
* Educated to degree level, and able to deliver high quality teaching and assessment to our learners across this outstanding department
* Previous experience working and/or delivering on City & Guilds Technical study programmes an advantage.

**Duties/responsibilities:**

* Play a key role in developing Further Education students' knowledge and practical skills, preparing them for successful careers in the animal sector
* Planning, delivering, and assessing a variety of subjects, including animal behaviour, husbandry, welfare, wildlife, biology, and business.
* Planning lessons, assessing students and providing verbal and written feedback to learners.
* Candidates may teach across a range of courses to include: Level Three Advanced Technical Extended Diploma, T Level Animal Management and Behaviour course, Foundation Degree in Animal Management and Welfare, Level 2 Technical Certificate and our Land-based certificate.
* This role will involve both classroom and practical based teaching and may include sessions on our Animal Care Unit.

**Benefits:**

* A discounted on-site gym, sports hall, fitness class, osteopathy and day nursery
* 5-minute walk from Ewell East Station and Free parking on-site
* Discounted Starbucks, Modern hair and beauty salon offering employee discounts
* Free online qualifications
* Competitive salary
* Access to our on-site animal management facilities
* Access to Blue Light Card membership

*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. This role is employed through Nescot Enterprises Ltd, a wholly owned subsidiary of Nescot which operates different terms and conditions.*

**Closing date is 25th July 2025**

**Interviews will be held 5th August 2025**

**Job Description**

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| **Position Details:** | |
| **Title:** | Lecturer in Animal Management |
| **Department:** | Animal Studies |
| **Fraction:** | 0.4 permanent 0.6 fixed term cover until November 2025 |
| **Status:** | Permanent and fixed term |
| **Grade:** | NLEC4 |
| **Child/Vulnerable Adult Contact:** | Yes |
| **Reporting / Department Details:** | |
| **Responsible to:** | Curriculum Manager |
| **Job Purpose:** | |
| 1. To teach and train students in a variety of learning environments  2. To provide support and opportunities for learners to achieve their maximum potential.  3. To comply with all policies and procedures of the organisation.  4. To promote equality and diversity across the curriculum.  5. To be flexible to the needs of the organisation.  6. To ensure ‘inclusive’ learning. | |

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| **Main Duties and Tasks:** |
| 1. To work with others to plan, deliver, and assess the curriculum to meet the needs of the students and the requirements of the examining or validating body.  2. To prepare teaching materials in all formats to facilitate student learning.  4. To act as an internal verifier when required, as well as compliance with all Quality procedures.  9. To provide a stimulating learning environment in physical terms by making full use of available resources, and by creating an atmosphere of mutual respect and development in the interest of student learning.  10. To maximise student participation in the learning process and invite regular feedback from students through questionnaires, peer review, group discussions, course review meetings within a culture of continuous improvement.  11. To organise external activities and/or visits as appropriate to ensure variety of approach relevance and stimulation within the teaching and learning programme.  12. 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).  13. To participate in the promotion of the department, the marketing of courses and interviewing of potential students as agreed with Curriculum Manager (and Registry) through the workload agreement.  14. To follow up student absences, withdrawals and destinations, by telephone, letter or other appropriate means and to inform Curriculum manager, Student Enrichment Officers and Registry of final outcome to inform future action.  15. As part of course teams to achieve enrolment, retention and achievement targets agreed with the Curriculum Manager  16. To work with external partners in respect of work experience for learners and to create links with potential employers in line with any projects undertaken within the department.  17. To use the information technology within the college to aid learner achievement, to remain informed of college activities, and to distribute key information to colleagues (staff development is available when required). In addition, to actively engage in supporting the College’s ILT strategy, preparing resources that are interactive.  18. To co-operate with the quality improvement programme within the college as required and participate in the teaching observation programme.  19. To remain up to date in the chosen field and develop new skills and knowledge in line with national and college developments (by use of the contract days and staff development programme where appropriate). In addition to this, you will be expected to attend meetings when requested/required.  20. To participate in the Job Review and Staff Development scheme to ensure on-going professional development. In addition to this, to take full responsibility for own reflective practice and development needs.  21. To provide the required administrative and organisational support for an effective and efficient delivery of the learning programmes by acting as course leader, year or module tutor.  22. To provide the required administrative and organisational support for an effective and efficient delivery of the learning programmes by acting as a Course Lead where necessary  23. To advise Curriculum Manager of equipment and resource requirements in line with the needs of students and employers.  24. To act within and ensure that students act within the departmental and college policies and procedures, in particular Health and Safety.  25. To contribute to cross college activities as by mutual agreement with Head of Curriculum  26. To attend and participate in college, department and team meetings as required and be a member of various relevant assessment, validation and examination boards.  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, developing social skills and promoting resilience  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 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). * 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. |
| **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. |
| **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.  Copies of Nescot’s Health & Safety Policy are available in every Department and/or from Human Resources. |
| **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: CM Date: June 2025  UPDATED BY: HR Date: July 2025   |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Person Specification – Lecturer in Animal Management** | | | | | |  | **Essential** | **How Identified\*** | **Desirable** | **How Identified\*** | | **Experience** | Previous experience of delivering and assessing on Further Education programmes  Willingness and commitment to undertake research and personal development in identified areas to be able to deliver the agreed curriculum | A/I  A/I | Current or previous employment within field of Animal Management  Previous module leadership role on FE/HE programmes  Recent experience of teaching and assessing Animal Management  Current or recent experience of teaching and assessing on City & Guilds Technical and T level study programmes  Experience in course management | A/I  A/I  A/I  A/I  A/I | | **Skills and Abilities** | Computer literacy in MS Office and Google packages  A range of relevant skills to be able to teach on vocational programmes  Innovative and pro-active in approach to working with learners  Strong organisational skills | O  A/I/O  I/O  A/I/O | IT Level 2 | A/I | |

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| **Qualifications** | 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  Qualified at Degree level or equivalent in the field of Animal Management | A/I  A | Possess a C & G Award in Education & Training or above recognised teaching qualification  Assessor and IQA qualifications | A  A |
| **Personal Qualities** | Able to evidence good communication skills, both written and spoken  Able to evidence ability to work well within a team  Has awareness of equality and diversity and Nescot values which is promoted within your teaching and learning  Ability to respond to differing learner needs and be proactive to enable them to succeed  Able to evidence organisational and administrative skills  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/O  I  I/O  I/O  O  I  I  I  M  A/I |  |  |

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