**Lecturer in Plumbing**

**Full time - 37 hours per week, Permanent**

**Full time/ part time/ sessional – full time post subject to student enrolment**

**£32,542 to £45,185**

(Including Market supplement depending on skills, qualifications and experience).

Additional up to £9k p.a. paid in employee pension contributions - (\*T&C's apply)

For full time all year-round staff, we are offering a Welcome Bonus of £500\* (\*T&C's apply) – Pro rata to FTE

At Nescot College, we are recruiting a **Lecturer** **in Plumbing & Domestic Heating** into our modern and easily-accessible campus in **Epsom, Surrey.** As a Lecturer in Plumbing & Domestic Heating, you’ll be teaching and assessing students which will be delivered in both the workshop and the classroom.

We are happy to welcome applications directly from the plumbing and HVAC industry as support will be made available to gain teaching & assessing qualifications**.**

*Funding for support, reduced timetable and qualification available as part of the Taking Teaching Further programme for those new to teaching and incentive payment of £6,000 can be applied for. Subject to funding criteria and terms and conditions.*

**What we’re looking for:**

* Industry-recognized Level 3 qualification in Plumbing, Gas or Domestic Heating or equivalent
* Experience of Gas Boiler installation commissioning and servicing.

**Duties and Responsibilities**:

* Teach and assess students at Level 2 & 3 and apprenticeships.
* Prepare class materials
* Monitor students’ progress

**Benefits:**

* A discounted on-site gym, sports hall, classes, nursery and osteopathy
* A choice of catering facilities including a discounted Starbucks on-site
* A modern hair and beauty salon on-site offering employee discounts
* Free online qualifications
* Free parking on-site

*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. 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.

**Closing date 20th August 2025**

**Interview date 29th August 2025**

**Job Description**

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| **Position Details:** |
| **Title:** | Lecturer in Plumbing and Domestic Heating |
| **Department:** | Plumbing |
| **Fraction:** | Full Time  |
| **Status:** | Permanent  |
| **Grade:** | NLEC Grade 4  |
| **Child/Vulnerable Adult Contact:** | Yes |

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| **Reporting / Department Details:** |
| **Responsible to:** | Curriculum Manager |
| **Functional links with:** | Course team, other staff, Employers, CIS |

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| **Job Purpose:** |
| 1. To teach and train students and ‘clients’ in a variety of learning environments.

2. To provide support and opportunities for students and clients to achieve their maximum potential |

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| **Main Duties and Tasks:** |
| * To teach and assess on one or more of the courses delivered, or serviced, by the curriculum area and contribute to the development of existing and new, innovative provision, including the implementation of motivational, flexible and blended learning and cost effective teaching and learning styles.
* 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 learner learning.
* To provide within the learning programme indications of the frequency of assessment of learner work, deadlines for completion by learner, 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 Curriculum Manager, Head of School, School 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 learner discipline within the College’s disciplinary guidelines, codes of conduct and other rules laid down by the College.
* To promote learner 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 learner damaging equipment, furniture or premises, to your line manager.
* To follow up learner absences, withdrawals and destinations, by telephone, letter or other appropriate means and to inform Curriculum Manager 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 Curriculum Manager 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.
* Participate in the curriculum area’s cover rota by covering for absent colleagues
* Keep abreast of developments in their specialist field/subject area, especially in the theory and practice of education and the latest industry/sector training requirements/-standards.
* Participate in the marketing, recruitment, selection and interviewing processes for new learners and actively be engaged in induction activities for new learners.
* Keep up-to-date with Quality improvement and enhancement initiatives and be aware of, and meet, service standards for the curriculum area. For success rates, the aspiration is to acquire a minimum of 90% success rate for Long and All qualifications.
* Be available to assist in other events for the college, including extra enrolment activities, Open Events, which may require additional hours including evenings and weekends.
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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 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).
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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: HoS Date: … July 25UPDATED BY: HR Date: July 2025 |

**Person Spec on Next page**

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| **Person Specification – job title…** |
|  | **Essential** | **How Identified\*** | **Desirable** | **How Identified\*** |
| **Experience** | Recent and relevant experience in Plumbing and Heating Installation work: to include commercial, domestic or building services engineering environments | A / I | Recent and relevant experience of teaching or assessing Plumbing & Domestic Heating programmesPrevious experience of tutoring/pastoral care on FE programmesKnowledge of the current Apprenticeship StandardsKnowledge of Decarbonisation Technologies | A / IIA/IA/I |
| **Skills and Abilities** | Be employer and student focused. A range of relevant skills to be able to teach and assess Plumbing up to and including level 3.Have the ability and interest to contribute to learner enrichment activitiesPossess excellent interpersonal and team development skills and have the ability to contribute to the team and its goals. Be able to work independently and as a member of the teamBe well organised, reliable and punctualPossess good IT and administrative skills and be able to keep accurate tracking records of learners’ progress. | A A / II III | Be able to deliver a variety of pedagogic strategies to suit a variety of learning styles | O |

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|  | **Essential** | **How Identified\*** | **Desirable** | **How Identified\*** |
| **Qualifications** | Willingness and commitment to undertake a C & G Award in Education & Training and undergo College teacher’s toolkit training programme if candidate does not possess recognised teaching qualificationQualified to a minimum level 3 in Plumbing  | A / IA | Possess a C & G Award in Education & Training or above recognised teaching qualification Water Regulations and Unvented Hot Water qualifications.V1 /IQA Award | AAA |
| **Personal Qualities** | Able to evidence communication skills, both written and spokenAble to evidence ability to work well within a teamHas 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 succeedAble to evidence organisational and administrative skillsCommitment to continuing professional developmentA demonstrable commitment to Equality & Diversity and Nescot ValuesCommitment to safeguarding, PREVENT & promoting the welfare of studentsThe 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 2010Commitment to energy management and sustainability | A/I/OIIOIIIIMI |  |  |

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