

# Loughborough College Group

## Job Description

### 1. Job Details

Job Title:	Lecturer in Agriculture (FTC)
Department:	Agriculture, Horticulture, Countryside Management & Land Engineering
Reporting To:	Curriculum Quality Lead (CQL)
Competency Level:	Teaching 2
Hay Grade:	G3/4
Salary:	£32,570 - £38,175 per annum
Date of Job Evaluation:	TBC
Date:	February 2026

### 2. Job Purpose

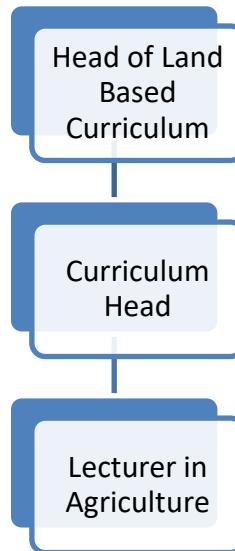
You will be an Agriculture Specialist who brings strong industry knowledge and a passion for teaching. Confident in a wide range of agriculture practices such as livestock and crop, you will deliver engaging theory and practical sessions using our 850-acre mixed farm.

You will be someone who embraces innovation, introduces new technologies, and contributes to developing our growing land-based provision. Whether you're an experienced lecturer or new to teaching, you will play a key role in shaping the future of agriculture at Loughborough College Group.

### 3. Dimensions

*Not applicable.*

### 4. Organisation chart



Name:	Job description Template	Owner:	HR
Document Reference:	HR-TCG-162	Last Review:	Aug 2025
Version:	1.0	Next Review:	Aug 2027

## 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

- Support learners through their programme and the specific qualification aims within.
- Assess and review students in the workplace.
- Write schemes of work and lesson and review plans.
- To devise and implement a learning and assessment plan for each individual learner.
- To devise and produce materials for use by learners.
- To manage the formal assessment process to include maintenance of all assessment records.
- Be flexible in the delivery of education and training.
- Ensure completion of portfolios, coursework, own work and all other programme related student outputs within the scheduled scheme.
- Liaise with all stakeholders (internal and external) to deliver programme.
- For work-based delivery aspects of a programme carry out reviews in a timely fashion, which includes liaison with employers, the incorporation of functional skills, additional learning support arrangements and the overall assessment plan.

- To manage learning programmes and act a Course Leader as required.
- To undertake tutorial and pastoral roles with learners.
- Maintain confidentiality rules in respect of the learner and their workplace.
- Liaise with Student Support Services, College Information Systems, Employer Liaison Team, ALS and SEND Team as appropriate to the needs of learners.
- To ensure quality assurance systems comply with internal and external standards specifically in relation to external verification, internal verification, review and evaluation and self-assessment.
- Work to agreed recruitment protocols to ensure only appropriate learners are enrolled on programmes and that a support plan is in place for each learner.
- To apply the college's own safeguarding policy and practices by reporting any accidents/incidents according to College procedures.
- Carry out ongoing Health & Safety checks and update records as necessary.
- Undertake all tasks associated with the performance management Review (PMR) system and be accountable for the performance targets set in the PMR.
- Undertake their duties in accordance with all College policies and procedures and in accordance with the Employee Code of Conduct.
- Cooperate with the College in so far as is necessary to enable it to comply with its duties under relevant Health and Safety legislation.
- Keep abreast of developments in their own area of expertise and undertake professional development opportunities where identified and approved, subject to funding, to ensure continued effective performance in the role.
- Abide by the Corporation's policy on the confidentiality of data stored electronically and by other means in line with the Data Protection Act and General Data Protection Regulations.

### 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
<b>Lead on the planning, preparation, delivery and assessment of effective learning programmes.</b>	To ensure students achieve.
<b>Create and apply effective differentiation and stretch and challenge techniques.</b>	To ensure students are on track to achieve their target grades.
<b>Lead on development of assessments/assessment strategies and give high-quality feedback.</b>	To ensure students can meet their targets and progress.
<b>To participate in moderation and internal verification.</b>	To ensure awarding organisation criteria are met and academic standards maintained.

## 8. Key Working Relationships and Communications

**Internal:** Students, colleagues.

**External:** Third party contractors, parents, key stakeholders.

## 9. Scope for Impact

*Not Applicable*

## 10. Competency Profile

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

Working with Excellent People	Responsiveness
<p>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.</p> <p>Increases employee engagement. Communicates with impact and sophistication; adapts style and uses varied media to meet different audience needs.</p>	<p>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.</p> <p>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.</p>
Ensuring Financial Sustainability	Self-Awareness
<p>Works efficiently; makes best use of the College's resources. Own work consistently contributes to the strategic aims of the College.</p>	<p>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.</p> <p>Understands self and others; communicates with sensitivity; handles difficult people and events effectively.</p>
Delivering Excellent Quality	
<p>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.</p> <p>Uses online collaboration and networking as a means of developing, exchanging and communicating information.</p>	

## 11. Knowledge, Skills and Experience (Person Specification)

<b>QUALIFICATIONS</b>		<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW ASSESSED</b>
1.	Possess a teaching qualification or be willing to work towards one	•		Application/ Certificates
2.	Possess an assessor/verifier qualification or be willing to work towards one	•		Application/ Certificates
3.	Hold a minimum of a level 4 qualification or equivalent in relevant area	•		Application/ Certificates
4.	Hold a Level 5 Diploma in Education and Training		•	Application/ Certificates
5.	Hold a Qualified Teacher Learning and Skills (QTLS)		•	Application/ Certificates
6.	Possess qualifications in Maths and English Levels 4-9 (GCSE Grades A-C) or equivalent	•		Application/ Certificates
<b>EXPERIENCE</b>				
7.	Recent experience of working in the industry	•		Application/ Interview
8.	Experience of designing and delivering vocational/academic programmes to students and/or learners		•	Application/ Interview
9.	Experience of promoting positive learner behaviour	•		Interview
10.	Experience of supporting and managing a diverse student group	•		Interview
11.	Experience of contextualising and embedding learning to meet specific needs for learners	•		Application/ Interview
<b>SKILLS &amp; KNOWLEDGE</b>				
12.	Ability to inspire and motivate learners to achieve excellent results	•		Interview
13.	Up to date knowledge of the subject/vocational area	•		Application/ Interview
14.	Good interpersonal skills, able to work well with a range of people and be able to respond clearly and flexibly to different work tasks	•		Interview
15.	Able to work independently and within a team contributing to the development of teaching, learning and assessment	•		Interview
16.	Knowledge of effective methods of assessment and feedback to support achievement	•		Interview
17.	Demonstrate your understanding of diversity and inclusion	•		Application/ Interview
<b>BEHAVIOURS</b>				
18.	Effective time management skills and be able to work to deadlines	•		Interview
19.	Ability to travel for business purposes	•		Interview
20.	Promote the College's equal opportunities policy and practices	•		Interview
21.	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 staff and students onto campus, enrolment duties, supporting with open days and any other college activity. 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 February 2026 and may be amended in light of changing circumstances following discussion with the post holder.

**12. Job Description Agreement**

<b>Job Holder Signature</b>		<b>Date</b>	
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