

Loughborough College Group

Job Description

1. Job Details

Job Title:	Lecturer in Engineering (Electrical, Mechanical, Manufacturing and General Engineering)
Department:	Higher Education
Reporting To:	Curriculum Manager
Competency Level:	Teaching 2
Hay Grade:	G3/4
Salary:	£36,009 - £41,615 per annum
Date of Job Evaluation:	tbc
Date:	April 2026

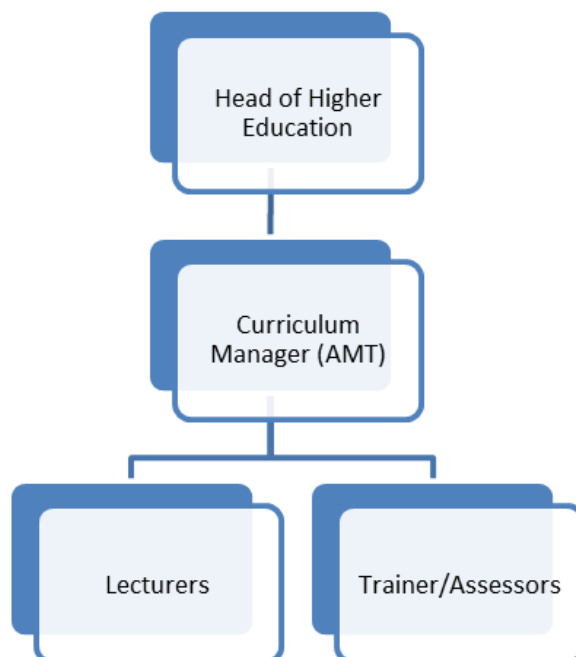
2. Job Purpose

To deliver inspiring teaching and learning, primarily for Electrical Power Networks Engineer apprentices.

3. Dimensions

Not applicable.

4. Organisation chart



Name:	Job description Template	Owner:	HR
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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

- To use industry experience and expertise to contextualise learning and develop students' understanding of electrical engineering and power networks
- To deliver high quality and challenging learning experiences – approximately 15-18 hours per week will be student contact (taught classes, practical's and tutorials)
- Full training in teaching, learning and assessment methods (leading to a recognised teaching qualification) will be provided for inexperienced candidates:
- To devise appropriate assessments and strategies and feedback to students through a variety of formative and summative assessment methods
- To collaborate with staff in the development of excellent learning materials and programmes of study utilising a range of methods and media
- To lead on the development and planning of teaching and learning including schemes of work for units, programmes, modules and qualifications as appropriate
- To undertake curriculum area responsibility duties as designated by the Curriculum Area Leader/Manager

- To contribute to planning and development to work with the curriculum areas to develop and coordinate a dynamic and responsive curriculum
- To play a key role in quality assurance and quality improvement processes – full training will be provided
- To undertake and deliver appropriate staff development and training, including the maintenance and updating of specialist skills and training to teach and assess if required
- To attend and actively participate in area and department meetings, planning events and recruitment events
- There is potential for delivering at other locations, so it may be necessary to work at employers' premises in the UK for up to four weeks at a time.

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
Curriculum development	Resourced programmes of study
Planning, preparation, delivery, and assessment of effective learning programmes	To ensure students learn and achieve
Effective differentiation and stretch and challenge techniques	To ensure all students achieve to the best of their ability
Monitor progress in lessons and report learner progress to key staff	To ensure students are on track to achieve their target grades
Develop assessments/assessment strategies and give high quality feedback	To ensure students can meet their targets and progress
To participate in moderation and internal verification	To ensure Awarding Organisation criteria are met and academic standards maintained
Participate in and deliver staff development opportunities	To ensure teaching and learning is up to date and maintained to the highest standards
Quality assurance and quality improvement	To ensure Awarding Organisation requirements and College KPIs are met
Participate in department activities and meetings	Increased recruitment, broader knowledge of department

8. Key Working Relationships and Communications

Internal: Head of Department, Curriculum Manager, Programme Area Lead, Curriculum Staff, Apprenticeships team, Administration Staff, Support Services Staff

External: Awarding Bodies

9. 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.</p> <p>Improves diversity, equality and inclusion in own area; challenges inappropriate behaviours. 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.</p> <p>Takes ownership for own development, supports that of others and develops beyond own role. Uses online collaboration and networking as a means of developing, exchanging and communicating information.</p>	

10. Scope for Impact

Not applicable.

11. Knowledge, Skills and Experience (Person Specification)

QUALIFICATIONS		ESSENTIAL	DESIRABLE	HOW ASSESSED
1.	A relevant engineering degree or masters in engineering	•		Application/ Interview
2.	Possess a teaching qualification or have the willingness to work towards one	•		Application/ Certificates
3.	Possess a valid UK driving licence (and access to your own transport)	•		Application/ Certificates
4.	Possess qualifications in Maths and English Levels 4-9 (GCSE Grades A-C) or equivalent	•		Application/ Certificates
EXPERIENCE				
5.	Experience of designing and delivering vocational training to students		•	Application
6.	Experience of teaching and/or working with apprentices		•	Application/ Interview
7.	Experience in a relevant vocational industry setting (power industry transmission/distribution, high current/voltage applications or operating related equipment)	•		Application/ Interview
8.	Experience of supporting and managing diverse groups of students or other individuals		•	Application/ Interview
9.	Proven experience of motivating colleagues or line reports to achieve excellent results	•		Application/ Interview
10.	Experience contextualising learning to meet specific learning needs		•	Application/ Interview
11.	Evidence of effective use of computer technology at work or in education	•		Application/ Interview
SKILLS & KNOWLEDGE				
12.	Expertise in electrical power networks engineering	•		Application/ Interview
13.	Excellent teaching and learning skills		•	Interview
14.	Understanding of the concept of active learning		•	Interview
15.	Work flexibly and to deadlines	•		Interview
16.	Excellent planning, administration and organisational skills	•		Interview
17.	Effective communication skills with people at all levels of specialist knowledge	•		Interview
18.	Work autonomously and as a part of a cross-curricular team	•		Interview
19.	Demonstrate your understanding of diversity and inclusion	•		Application/ Interview
BEHAVIOURS				
20.	Willingness to travel to other work locations as often as required	•		Interview
21.	Work effectively with colleagues as part of team	•		Interview

22.	Motivate and relate with students from a range of different cultural backgrounds	•		Interview
23.	Comply with professional standards at work	•		Interview
24.	Show commitment to the improvement and maintenance of standards	•		Interview
25.	Promote the College's equal opportunities policy and practices	•		Interview
26.	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 Students and Staff onto campus, supporting with open days and promoting a safe environment across the college. 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 April 2026 and may be amended in light of changing circumstances following discussion with the post holder.

12. Job Description Agreement

Job Holder Signature		Date	
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