**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**MOULTON COLLEGE – JOB DESCRIPTION**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Job Title:** Deputy Head of School – Landbased & Equine

**Department:** Curriculum Division

**Hours:** Full time - 37.5 hours per week. Weekend and evening working may be required when business needs demand

**Teaching Hours:** Up to 7.5 hours timetabled per week supporting with additional cover as and when required

**Responsible to:** Head of School

**Reports:** Curriculum Coordinators

Lecturers and Technicians

**Salary / Scale:** Lecturer Spine – Band C £40,202.00 - £42,587.00 per annum

**Date of Issue:** September, 2023

Vice Principal

Director of Curriculum

**Organisation Chart:**

Head of School

Deputy Head of School

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **Aims and Purpose of the Post**
   1. The Deputy Head of School will report to the Head of School, and together deliver inspirational leadership to curriculum area teams.
   2. You will be responsible for providing an outstanding student experience through high quality teaching, learning and assessment.
   3. Through effective leadership and management of your curriculum area and teaching teams the Deputy Head of School will ensure students are able to achieve their potential.
   4. The Job Purpose is to:
   5. Deputise for the Head of School as required.
   6. Provide an outstanding apprenticeship/student experience through high quality teaching, learning and assessment.
   7. Have a clear understanding of the vision for the area and be responsible for engaging and motivating the curriculum team to deliver on this.
   8. Lead the FE course team(s) and provision and drive a high quality student experience through all stages of learning journey.
   9. Be responsible for monitoring and supporting the drive in recruitment, retention and achievement of both apprentices and students.
   10. Enable apprentices/students to achieve their potential and gain wider relevant skills.
   11. Enhance employability skills of students.
   12. Proactively engage in quality assurance and improvement.
   13. Provide pastoral and Tutorial support as required.

**Specific Responsibilities**

1. **Leadership**
   1. In partnership with the Head of School, provide inspirational leadership and management of the area.
   2. Coach, encourage and develop staff reports, undertaking Performance & Development Reviews (PDR’s) and performance management in line with College policy.
   3. Contribute to the development and planning of the curriculum of the area.
   4. Undertake coaching, mentoring, leadership and management, adjusting personal style as required and as appropriate.
   5. Proactively take responsibility for aspects of quality assurance and improvement.
   6. Maintain an effective professional working environment and where necessary discipline or take other action as a required in line with College policy.
   7. Maintain appropriate records and ensure that course requirements and standards are adhered to.
   8. To participate in internal verification, auditing and other quality monitoring processes to ensure that all learners, customers and clients receive exemplary service and attention at all times.
   9. To complete observations and/or learning walks of all lecturing staff within their curriculum area with clear targets set and to monitor development
   10. To support the student discipline process and liaise with course managers, co-ordinators and Heads of School as needed in accordance with College discipline policy.
2. **Teaching, Learning and Assessments**
   1. To teach students attending full-time, part-time and short courses as directed by the Director of Curriculum and Head of School.
   2. Participate and lead as required in the interviewing, enrolment and induction of students.
   3. Provide high quality teaching, learning and assessment where required, in classroom, workshops or as directed.
   4. Prepare schemes of work, lesson plans and assessment plans.
   5. Set relevant work, provide on-going assessment and feedback, and mark and return work within agreed timescales.
   6. Provide appropriate academic/vocational support, referring students to other support agencies as appropriate.
   7. Lead and maintain an effective, efficient professional teaching and learning environment.
   8. Lead the quality assurance and improvement process as required, supporting the embedding of high quality assurance in the team.
   9. Ensure the learning resource materials are up to date, reflect best practice, are reviewed and refreshed on a regular basis to the standards agreed in the College.
   10. Contribute to and participate in careers events, open events and parents evenings.
   11. To participate in curriculum development to meet the needs and demands of local, regional and national employers.
   12. Maintain excellent and up to date links with relevant employers to ensure programmes are work relevant and to enhance the employability skills of students.
   13. Network and maintain a dialogue with, parents, employers, relevant professional bodies and stakeholders that will enhance the teaching and learning for the students and the College.
3. **Additional Duties**

* 1. To promote and adhere to the College’s Safeguarding Policies and Procedures.
  2. To promote and adhere to the College’s Health & Safety Policies and Procedures.
  3. To manage student conduct in accordance with College policies.
  4. Be knowledgeable about equality, diversity and inclusion and how it is relevant to the area, College and wider community.
  5. Embed equality, diversity and inclusion in all aspects of work of the area, aiming to add value, learning from best practice and promoting equality, diversity and inclusion within the area at all times.
  6. Be knowledgeable and responsible for safeguarding and promote the well-being of students at all times.

This Job Description represents the major tasks to be carried out by the post holder and identifies the level of responsibility at which the post holder will be required to work.   In the interests of effective working the major tasks may be reviewed from time to time to reflect the changing needs and circumstances.  Such reviews and any subsequent changes will be carried out in consultation with the post holder.  All members of staff are appointed to the College as a whole and may reasonably be asked to undertake similar or related duties in an operational area or faculty other than that to which they were originally appointed.

Core Benefits;

Teachers’ Pension Scheme Health Cash Plan (subject to conditions)

44 days holiday (inc bank/public holidays) 10% discount on College courses

On-site Gym Free on-site parking

Subsidised catering Cycle to Work Scheme (Subject to conditions)

\*Pro rata for part time

I confirm my acceptance of the role as outlined above and agree to apply myself fully to the responsibilities of the post.

Signed;……………………………… Date;………………………………

|  |
| --- |
| **POSITIVELY PROMOTING EQUALITY, DIVERSITY & INCLUSION** |

**Person Specification; Deputy Head of School – Landbased & Equine**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** |  |  |
| Teaching Certificate (PGCE, Cert Ed.) or a willingness to study on a programme that will lead to this accreditation | X |  |
| Level 2 in English and maths at minimum Grade C or equivalent, or a willingness to achieve within an agreed timescale | X |  |
| Level 2 ICT qualification at minimum Grade C or a willingness to achieve within an agreed timescale |  | X |
| Degree or equivalent in a relevant subject area, or equivalent vocational/professional experience | X |  |
| Leadership/Management Qualification at Level 5 |  | X |
| Commitment to and evidence of CPD | X |  |
| **Experience & knowledge** |  |  |
| Experience in landbased or related areas | X |  |
| Experience of agriculture or environment specialism |  | X |
| Successful record of achievements in teaching and learning, delivery and attainment | X |  |
| Successful record of implementing innovative curriculum developments | X |  |
| Experience of working in a flexible and positive manner and being able to adapt to changing work patterns | X |  |
| Experience of implementing strategies to enhance student success rates | X |  |
| Experience of liaising with internal and external agencies | X |  |
| Experience of developing and implementing business/action plans |  | X |
| Experience of working with commercial partners to enhance student experience |  | X |
| **Ability/ Skills** |  |  |
| Up-to-date knowledge of current initiatives in the FE/HE Sector and the potential strategic implications for Moulton College |  | X |
| Up-to-date knowledge and understanding of the external FE funding environment and FE funding methodologies |  | X |
| Effective oral communication skills suitable for different audiences | X |  |
| Effective written communication skills suitable for different audiences | X |  |
| Ability to manipulate and interrogate data to drive continuous improvement |  | X |
| A commitment to the expected corporate behaviours associated with working at Moulton College | X |  |
| Evidence of successful curriculum administration and management, and a commitment to the future development of curriculum administration and management strategies | X |  |
| Evidence of, and a commitment to, internal/external partnership collaboration | X |  |
| Demonstrable evidence of improving learner achievement and a clear vision of future strategies that will result in outstanding outcomes for all | X |  |
| A commitment to a learner-centred approach and to strategies that will place the learner at the centre of all developments | X |  |
| An ability to demonstrate a range of strategies to administer and deliver continuous improvement in both the quality of provision and the learner experience, in line with the College’s quality assurance agenda | X |  |
| Evidence of, and a commitment to, marketing and recruitment activities | X |  |
| An ability to monitor financial, staff and physical resources to deliver outstanding outcomes | X |  |
| Evidence of, and a commitment to, contributing to self-assessment, planning processes and delivery, in line with all College policies and procedures | X |  |
| **Personal Attributes** |  |  |
| Willingness and ability to work at any site or location given reasonable notice | X |  |
| Willingness and ability to work flexibly throughout the week | X |  |
| Strong team player | X |  |
| Be flexible and able to cope with change | X |  |
| Ability to influence, persuade and inspire others | X |  |
| Experience of understanding how to promote equality and diversity within the job role | X |  |
| **Safeguarding** |  |  |
| Satisfactory enhanced DBS disclosure | X |  |
| Displays awareness, understanding and commitment to the protection and safeguarding of children and young vulnerable adults. | X |  |
| Commitment to policies on child protection, health and safety, confidentiality, student behaviour / discipline and equal opportunities | X |  |

**NOTE;**

All candidates will be asked for proof of their eligibility to work in the UK during the interview and selection process. Tier 2 Certificates of Sponsorship are restricted by the UK Visas & Immigration service and the position advertised above is unlikely to qualify for sponsorship. We are therefore unable to consider applications from candidates requiring Tier 2 immigration status to work in the UK at this time. For further information please visit the UK Visas & Immigration Website.

**Appendix A ‘The Moulton Manager’**

**Delivering excellent service**

* Has a customer-centred approach
* Actively seeks feedback from a variety of stakeholders
* Shows awareness of and commitment to goals and standards

**Finding innovative solutions**

* Seeks out ideas and input
* Encourages individuals to take responsibility
* Challenges the status quo

**Embracing change**

* Adjusts to unfamiliar situations, demands and changing roles
* Sees change as opportunity
* Is receptive to new ideas

**Commercial Focus**

* Operates on business principles
* Strives to continuously improve their area(s)
* Seeks to enhance the reputation of the College

**Engaging with the big picture**

* Anticipates the future vision for the team
* Helps others see the importance and relevance of their contribution
* Understands Moulton’s strategic objectives

**Developing self and others**

* Is aware of the impact they have on others
* Provides learning and development opportunities
* Develops their skills for the future

**Working with people**

* Acts as a role model for the College
* Sets and manages priorities
* Regularly meets with individuals

**Managing self and personal skills**

* Manages change and transition
* Adopts a coaching style
* Acts with honesty and integrity

**Achieving results**

* Delivers strategic priorities and initiatives
* Is focussed on results
* Manages the performance of their team(s)

**Actively promoting and valuing Equality and Diversity**

* Values people as individuals and respects diversity
* Acknowledges and recognises individual background and beliefs

Challenges others when they are not promoting equality and valuing diversity