

Post Title: Instructor

Responsible to: Programme Leader

Status: 37 Hours (full time), Permanent

Salary: £21,619 – £23,646 (A25 – A28) Per annum

Purpose of the job: To plan and deliver good or outstanding practical instruction and assessment to a range of learners within the Academy of Land and Environment. To ensure practical teaching engages students and delivers knowledge transfer and an outstanding student experience. To ensure resources on the College farm and wider estate are fully utilised.

REASEHEATH COLLEGE MISSION

“Industry focused, career ready”

REASEHEATH COLLEGE VALUES

Every member of staff at the College has a responsibility for and commitment to the implementation of the College Vision so that the learner experience is a valuable and memorable one.

As an important part of our team you are also required to ensure that your behaviour towards both staff and learners demonstrates P R I D E in everything you do through actively supporting our Values:

P eople **R** esponsibility **I** ntegrity **D** iversity **E** xcellence

Key Tasks and Responsibilities of your Job Role

- Deliver outstanding practical instruction relating to a wide range of land and environment subjects including agriculture, estate maintenance, landscaping, production horticulture as well as agriculture and horticulture related machinery operations, farm livestock production, agricultural business and sustainability, machinery and data technologies, crop husbandry and plant and soil science (Depending on specialism).
- Assess practical competence and related knowledge using a variety of assessment methods including the completion of assessment written documentation in line with awarding body requirements to maximise learner potential and achievement.
- Provide relevant and timely reports on students' progress to course and curriculum managers in order to benchmark progress.
- Support practical delivery as required across the Academy of Land & Environment, to ensure a quality student experience.
- Support lecturers and cross college staff in order to deliver an outstanding student experience

- Update and engage by using MS Teams and other VLE's as required.
- Undertake continual professional development to ensure up to date technical knowledge, teaching skills and expertise in order to maximise effective knowledge transfer to colleagues and learners
- Input information on to Promonitor regularly including student achievement and target setting in order to monitor the development of students.
- Maintain work areas, equipment, and surrounding environment in a good safe condition in order to ensure the highest standards of safety, cleanliness and hygiene.
- Ensure the College's safety standards, policies and specific protocols are implemented at all times including practical risk assessments.
- Responsible for developing and maintaining the curriculum documentation, including (but not limited to) writing relevant documentation including schemes of work and participating in quality assurance processes.
- Keep accurate records including registers, assessments, tracking, and target setting using the pro suite of software or other relevant method, in order to meet legislative requirements.
- Assist in cross college activities as appropriate by supporting student recruitment, enrolment and open days as required to enhance the reputation of the Academy and the College. To promote progression of existing students through the provision of information and guidance
- Contribute to the marketing and promotion of academic programmes and commercial activities by representing the College at internal and external events as required, in order to increase student recruitment and enhance the reputation of the College. This may include evening and weekend work.
- Meet the needs of academic teaching programmes and our Stakeholders, in order to provide an outstanding educational and customer experience
- Contribute to a high performing Academy through effective teamwork, knowledge transfer, maintenance of records and communication which ensures accountability and clarity of objectives and which utilises and develops the skills, knowledge and competencies of all staff members.
- Attend all mandatory training events in order to understand and apply policies and procedures relating to Health and Safety, Finance, Safeguarding and Equality and Diversity matters.
- Utilise learning resources and opportunities fully and effectively to maximise the learner experience and employability.
- Actively involved in curriculum development including attendance and participation in team meetings.
- Contribute effectively to improvement of KPIs.
- Assist the Curriculum Manager to ensure the Academy is managed within budgeted limits and in accordance with the College's financial regulations and procedures.
- Ensure that best value for money is achieved for the department and seeks opportunity to innovate and maximise utilisation of college resources in order to ensure cost effective and quality delivery to our customers.

PLEASE NOTE

Reaseheath is an education establishment within an ever changing service and all staff are expected to participate constructively in College activities and to adopt a flexible approach to their work.

Your job description will be reviewed during your annual Performance Development and Review interview, and will be varied in the light of the changing business needs of the College.

The job description is not intended to be exhaustive and is only indicative of the nature and level of the responsibilities associated with the post at the date it was drawn up. Your duties may vary from time to time without changing the general character of the post or the level of responsibility. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the terms and conditions of employment associated with the post.

Please note this role constitutes 'regulated activity' as defined by the Protection of Freedom Act 2012. The successful candidate will therefore be required to undertake an enhanced DBS with barred list information prior to starting employment.

Person Specification

Post Title: Instructor – Academy of Land and Environment - Agriculture

Knowledge, Skills & Experience (E – Essential, D – Desirable)	
Educated to Level 3 in agriculture and / or related subjects	E
GCSE Maths and English Grade C/4 or equivalent or a willingness to undertake Basic Skills Level 2 Maths & English.	D
Wide range of relevant Industry practical experience including estate maintenance, fencing livestock (E), machinery operation / workshop engineering practices and livestock experience (D)	E
A teaching qualification (D) (or willingness to work towards one) (E)	D
Experience of working in a training capacity	D
IT skills in MS Office Applications	D
Demonstrable experience of delivering practical training sessions, being able to plan effectively and inspire learners	D
Demonstrable experience of undertaking a range of agricultural and land & environment processes with the ability to safely train others	E
Demonstrable experience of motivating and supervising students and staff.	D
Demonstrable evidence of Continuous Professional Development	E
Demonstrable evidence of being able to plan and manage administration in connection with delivery of practical sessions	D
Ability to communicate and negotiate effectively with individuals on all levels including students, parents, colleagues and the wider industry.	D
Ability to work flexibly and enthusiastically and on own initiative	E
Self motivated with ability to motivate others and enthuse learners to succeed.	E
Ability to work within in a team structure.	E
Demonstrable ability to work within budgetary limits	E