

Lecturer

(Further and/or Higher Education)

UHI Orkney

At a glance:

Grade: NJNC Non-Promoted Lecturer

Salary: As per advert

Allowances:

- Distant Islands Allowance, where applicable

Job Purpose:

Facilitating Learning and Teaching; Planning and Preparing the Learning Experience; Maintaining Quality and Standards; Providing Academic Guidance and Support; Undertaking Professional Practice and Development; and Engaging in Research and/or Scholarly Activities.

For application support contact hrsupport@orkney.gov.uk or call **01856 873535 ext.2250**

Benefits and Support

55 days annual leave, inclusive of Public Holidays (pro-rata)	Supported to work and earn whilst achieving TQFE (where relevant)
SPPA Scottish Teachers Pension Scheme	Maternity, Paternity and Sick Pay
Comprehensive induction process	Employee Assistance Programme

Main duties and Responsibilities

Facilitating Learning and Teaching

Each lecturer will undertake work drawn from a range of the groups of duties described below. The proportion of time allocated to each group will be determined, in relation to the needs of the department or College, in an annual discussion with the line manager.

Create and maintain an interactive, supportive, and safe learning environment that promotes learning.

Communicate effectively and develop an ethos of mutual respect with learners, fellow curriculum team members, other professionals and external agencies, to promote learning and positive behaviour.

Effectively implement a broad range of approaches to promote active, self-directed, and independent learning at various levels by using different modes of delivery and technologies.

Identify and take appropriate actions to address the collective and individual needs of learners.

Implement a range of approaches to evaluate the quality and impact of teaching on the learning experience and reflect on the implications for future practice.

Use learning, teaching and assessment and feedback approaches and resources effectively to meet diverse learning needs.

Planning and Preparing the Learning Environment

Plan engaging, inclusive and creative learning opportunities that demonstrate a critical understanding of curriculum design and alignment, theories of learning, teaching and assessment, and knowledge of existing practice.

Plan with learners contextualised learning and teaching, taking account of the needs of learners and their development of essential skills.

Design, produce and adapt to learner needs a range of effective, engaging learning, teaching and assessment activities that builds on existing practice, motivates learners, and also takes account of supportive technologies.

Utilise a range of resources to deliver effective teaching.

Design, justify and implement a strategy to promote professional reflection and evaluation of the learner experience.

Plan a range of innovative approaches to promote sustainable development and independent learners.

Where appropriate, take on the responsibility for leading a module, course, or programme of study.

Quality and Standards

Demonstrate a critical understanding of the principles, purposes and processes of quality assurance and improvement, enhancement, and good practice.

Implement quality assurance improvement and enhancement of learning and teaching as an individual and as a member of a team.

Contribute effectively to the quality functions of curriculum teams by agreeing targets, formulating action plans (individual and team), contributing to team plans to address identified areas for improvement and enhancement, and evaluating their impact.

Use an appropriate range of evidence to identify strengths and development needs at individual, team, and college levels.

Academic Guidance and Support

Identify learners' needs and provide appropriate guidance and support (either directly and/or as a Personal Academic Tutor), referring to specialists where appropriate.

Demonstrate an understanding of the lecturer's guidance and support roles, responsibilities, and boundaries and how they relate to the remits of other specialists.

Advance equality, diversity, and inclusion of opportunity to learning by providing effective guidance and support in line with the UHI Orkney's policies and procedures.

Apply a critical understanding of the principles, nature, purposes, and stages of guidance and support.

Obtain and use feedback from learners to evaluate and develop their own practice in guidance and support.

Professional Practice and Development

Evaluate how education is influenced by, and contributes towards, policies that impact upon the wider political, social, economic, cultural, and technological context.

Reflect on personal values and how they align with and support the values and ethics that underpin professional practice.

Understand the roles and responsibilities of the lecturer and apply them to their professional practice.

Comply with all applicable statutory requirements and relevant codes of practice and apply them to their professional practice.

Promote good practice in relation to equality, social and cultural diversity and the protection and welfare of children, young people, and vulnerable learners.

Manage self, relationships and work demands to promote resilience and wellbeing.

Engage purposely in reflective practice.

Identify and undertake relevant professional development to enhance practice and maintain currency; develop and commit to personal continuing professional development strategies to achieve individual, team and organisational goals.

Maintain effective industry links as appropriate to role.

Reflect and share knowledge, experience, and examples of good practice.

Adhere to the GTC Scotland Professional Standards for Lecturers in Scotland's Colleges.

Research and Scholarly Activities

Undertake scholarly activities relevant to the subject, your teaching responsibilities and professional practice, maintaining the level of subject expertise in line with the latest developments in your subject area.

Where agreed with your line manager, undertake an independent programme of theoretical or applied research at a level appropriate for inclusion in the Research Excellence Framework.

Responsibilities for All

Embody the Council Values of Accountable, Reliable, Considerate and Collaborative.	Participate in team meetings, 1 to 1s, supervision and good conversations process
Handle all information in confidence and in line with Data Protection requirements	Comply with the Council Employee Code of Conduct
Work safely to prevent risk to yourself and others	Comply with relevant professional body codes of practice/conduct
Ensure Equality, Diversity, and Inclusion	Any other duties appropriate to your grade
Undertake mandatory and relevant training and development	Where required Support the Council's emergency response

Skills and Requirements

Must have

Qualification in an area relevant to the curriculum remit at the highest academic level you lecture at i.e. Degree (SCQF9), Honours Degree (SCQF10), Postgraduate (SCQF11), Masters (SCQF11) or Doctoral (SCQF12).

Teaching Qualification in Further Education (TQFE) or other recognised equivalent lecturing/ teaching qualification at SCQF level 9, recognised by General Teaching Council Scotland (GTCS) for the purpose of registration, or be willing to achieve this within an agreed timescale.

Hold registration as a College Lecturer with GTCS, either Full or Provisional (Conditional) in line with NJNC Circular STL 02/24, or be willing to achieve this within an agreed timescale.

Experience of teaching, lecturing, or developing others in a subject area relevant to the remit of the post.

Experience of preparing, developing, and updating materials to support learning across a range of face to face, online or blended learning environments.

Experience of contributing to quality assurance and self-evaluation processes.

Requirements of the Role

Disclosure/PVG:	PVG Children and Adults	Convictions to Declare:	All
Politically Restricted Post:	No	Sponsorship:	Possibly
Work Additional Hours:	No	Term Time Post:	No