

LINCOLN COLLEGE JOB DESCRIPTION

Post Title:	Instructor/Assessor in Mechanical Engineering	Post Number:	LC0649P
Daily Supervision:	Curriculum Lead – Mechanical Engineering	Grade:	LC Support Scale 6
Department:	ASIENG	Last Updated:	March 2025

Our Purpose:

To be an extraordinary employer-led organisation; producing a highly skilled and productive local workforce.

Our Mindset:



Job Purpose:

To work alongside our wider specialist curriculum delivery teams to provide training and assessment of Mechanical Engineering and Aircraft Engineering Apprenticeship students. The role is required to guide and support the progression and assessment of learners to successful completion within either a Mechanical Engineering or Aircraft Engineering apprenticeship. You will also contribute to the ongoing development of our training content to ensure we are providing high quality education, training and assessment, whilst also supporting apprentices to become exceptionally prepared for work, meeting our own commitment to be the training provider of choice locally and nationally.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

1. To support learners through the learner journey from induction to completion to ensure a positive destination into employment, self-employment, promotion or further or higher education.
2. To provide training, coaching and assessment of apprenticeship programme learners on both Mechanical engineering pathways and Aircraft engineering pathways at various levels.
3. To work with learners to develop personalised learning plans, to equip them with the skills, knowledge and behaviours facilitating positive progress towards their long-term aspirations.
4. To help raise expectations and aspirations of our apprentices and learners, to enthuse, motivate and create ownership of their own learning and assessment processes.
5. To support the learners to develop Maths and English to the level required.
6. To assist in the development of all programmes and associated learning materials within the Mechanical engineering and Aircraft engineering programme areas.
7. To liaise with the Curriculum Lead and the Quality team to prepare for, and participate in, external quality assurance visits from awarding organisations.
8. To maintain learning, assessment and training quality through critical self-reflection and collegial activity.
9. To support the delivery of apprenticeship programme training and/or assessment to achieve qualitative and quantitative targets.
10. To undertake Mechanical engineering and Aircraft engineering workshop activities, visits and inductions as required.
11. To accept responsibility for the implementation of the College's Equal Opportunities policy throughout all personal and commercial contacts in the College and within this area of responsibility.
12. To maintain professional standards and expertise by undertaking relevant professional development, including ensuring that knowledge regarding changes to relevant legislation and assessment processes are kept up to date.
13. To maintain quality standards appropriate to the post.
14. To conform with the Health and Safety requirements relevant to the post.
15. To be responsible for the safeguarding and promoting the welfare of children and vulnerable adults wherever applicable within the role.

N.B. This is not a complete statement of all duties and responsibilities of this post. The postholder may be required to carry out other lawful and reasonable duties as directed by a supervising manager.



PERSON SPECIFICATION

Knowledge		PSM
1	Level 3 Assessors award (or equivalent) and the ability to undertake Level 4 IQA award training	A/I
2	Possession of a Level 3 Award in Education and Training (previously PTLLS) or equivalent professional teaching qualification, or the ability and willingness to obtain this within 2 years (4 years for fractional posts) of commencing employment	A/I
3	Level 3 qualification in Mechanical/Aircraft Engineering disciplines	A/I
4	GCSE English and Maths at Grade A-C/Grade 7-4 (or equivalent)	A/I
5	IQA qualification (desirable) or the ability to undertake	A/I

Skills/Abilities – Interpersonal		PSM
6	Proven ability to work within a team and independently	A/I
7	Good interpersonal skills with the ability to communicate with colleagues, learners and their employers and to respond to individual needs	A/I
8	Proven ability to work in a non-discriminatory manner	A/I
9	The ability to respond to the individual learning needs of customers and provide a high level of customer care	A/I
10	Proven ability to motivate and assist learners to work towards successful completion of their qualification and achieve a positive destination	A/I

Experience		PSM
11	Recent relevant experience / employment in the Mechanical Engineering/Aircraft Engineering industry	A/I
12	Thorough knowledge and understanding of Mechanical/Aircraft engineering procedures and work-place assessment of competence against national standards	A/I

Work Related Circumstances		PSM
13	Proven ability to plan, deliver and assess underpinning knowledge to learners of different abilities	A/I
14	Proven ability to interpret occupational standards against actual work experience, skills and knowledge	A/I
15	Good written and verbal communication skills to liaise with learners and employers, maintain accurate records, complete reviews and provide constructive feedback	A/I
16	Proven ability to promote the development of functional skills in the workplace and assess competence in this area	A/I
17	Willingness to undertake relevant staff development	A/I
18	Ability and willingness to travel to various geographical locations	A/I

Skills/Abilities - Other		PSM
19	Good written and verbal communication skills, to maintain accurate records and complete reviews and reports	A/I
20	Appropriate level of IT skills to undertake relevant duties	A/I
21	Proven ability and willingness to work flexibly to accommodate the demands of employers and students	A/I

Prepared By:	Curriculum Lead- Mechanical Engineering
Date:	February 2025

Proposed Selection Method Key (PSM)		
A = Application	I = Interview	T = Test