

LINCOLN COLLEGE GROUP

JOB DESCRIPTION

JOB TITLE & NUMBER

LC1238P: Lecturer - Beauty

SALARY

£33,547 - £40,064 per annum

GRADE

Lecturer Pay Scale

HOURS

37

REPORTING TO

Curriculum Lead - Hair & Beauty & EP Service Industries

DEPARTMENT

Hair & Beauty

LOCATION

Lincoln / Newark

BE READY...

PRINCIPAL DUTIES AND RESPONSIBILITIES:

1. **Plan, deliver and assess high-quality** teaching, learning and training, ensuring sessions meet diverse learner needs and support strong achievement and progression.
2. **Prepare and maintain** all required teaching, assessment and quality documentation, in line with College and regulatory requirements.
3. **Act as a course or personal tutor**, providing academic and pastoral support that contributes to a positive, ambitious and exceptional learner experience.
4. **Contribute to the recruitment, selection** and enrolment of learners, supporting inclusive access to programmes and pathways.
5. **Engage effectively with internal and external stakeholders**, including employers and awarding bodies, to ensure programmes remain current, industry-aligned and supportive of learner progression.
6. **Participate in assessment and internal verification activities**, ensuring compliance with awarding organisation requirements and maintaining high standards of assessment practice.
7. **Promote inclusive teaching and learning practices**, upholding the College's Equality, Diversity and Inclusion expectations and creating a supportive environment for all learners.
8. **Maintain up-to-date professional knowledge** and practice through ongoing CPD, including digital pedagogies, curriculum development and sector updates.
9. **Contribute to the enhancement of teaching and learning**, including participation in lesson observations, peer reviews and continuous improvement activity.
10. **Ensure compliance with Health and Safety requirements**, promoting safe working practices across all learning environments.
11. **Contribute** to the development, innovation and continuous improvement of programmes, ensuring curriculum content reflects employer needs, digital developments and strategic priorities.
12. **Liaise effectively with awarding organisations**, external verifiers and examiners, supporting quality assurance and regulatory compliance.
13. **Support effective timetabling**, planning and coordination of learner programmes, ensuring a coherent, well-structured learning experience.
14. **Participate in cross-College working groups** and initiatives, contributing to organisational development and the wider College community.
15. **Safeguard and promote the welfare of children**, young people and vulnerable adults, acting in accordance with statutory requirements and College procedures.
16. **Inspire and motivate learners**, maintaining high expectations and proactively addressing barriers to achievement and engagement.
17. **Demonstrate professional behaviours** aligned with the College's strategic ambitions, contributing to an employer-led, high-expectation culture that strives for excellence.
18. **Embed effective digital teaching** and learning practices, supporting learners' digital competence and strengthening teaching quality.
19. To accept responsibility for the implementation of the College's Equal Opportunities policy throughout all personal contacts in the College and within this area of responsibility.
20. To maintain professional standards and expertise by undertaking relevant professional development, including ensuring that knowledge regarding changes to relevant legislation is kept up to date.
21. To maintain quality standards appropriate to the post.
22. To conform with the Health and Safety requirements relevant to the post.
23. To be responsible for the safeguarding and promoting the welfare of children wherever applicable within the role.

N.B. This list is not exhaustive. The postholder may be required to undertake other reasonable duties consistent with the role, as directed by their manager.

PERSON SPECIFICATION

Knowledge		PSM
1	Certificate in Education, PGCE or equivalent or the ability and willingness to obtain a level 4 professional teaching qualification within 2 years of commencing employment (4 years for fractional posts)	A/I
2	Level 3 or above qualification in Beauty and a level 2 qualification in English and Maths	A/I
3	Internal Verification qualification or the ability and willingness to obtain within two years of commencing employment	A/I
4	Relevant additional Hair qualifications to support exceptional quality of performance and skill set	A/I

Skills/Abilities – Interpersonal		PSM
5	Strong communication skills, with the ability to engage effectively with learners, employers, customers, and key stakeholders.	A/I/M
6	Delivers high-quality, inclusive learning that supports all learners.	A/I/M
7	The ability to plan, deliver, and manage learning across Beauty programmes at Levels 1–3, incorporating and embedding contextualised Maths and English to support learner progress and achievement.	A/I
8	The ability to instruct on the practical application of Beauty	A/I/M
9	Excellent presentation skills with an ability to deliver high quality teaching in Beauty	A/I/M

Experience		PSM
10	Recent/Extensive experience in the Beauty industry	A/I
11	Proven competence of teaching or training on Beauty related programmes	A/I
12	Evidence of assessing on Beauty related programmes	A/I
13	Relevant continual professional development that demonstrates a regular upskilling of personal abilities in working within the Beauty industry.	A/I

Work Related Circumstances		PSM
14	The ability and willingness to undertake relevant staff development	A/I
15	Willingness and ability to work flexibly to meet the demands of the role, including managing a varied timetable, engaging with learners, employers, and stakeholders, and adapting to the needs of the curriculum and educational environment	A/I

Skills/Abilities - Other		PSM
16	Appropriate level of IT skills to undertake relevant duties i.e., Word and PowerPoint or the willingness and ability to undertake relevant training	A/I
17	Ability to travel across sites and locations	A/I
18	Demonstrates a clear commitment to safeguarding and promoting the welfare of children and young people.	A/I
19	Ability to actively promote equality, diversity and inclusion across all aspects of Lecturer – Beauty.	A/I

Prepared By:	Cheryl Webster - Curriculum Lead - Hair & Beauty & EP Service Industries
Date:	June 2026

Proposed Selection Method Key (PSM)

A = Application	I = Interview	M = Microteach
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VISION 2030

LINCOLN COLLEGE GROUP STRATEGY 2025-30

OUR PURPOSE *BE READY...*

**REALISE ASPIRATIONS;
SHAPE FUTURES;
SERVE OUR COMMUNITIES.**

OUR CODE

Our Group Code sets the tone of how we behave and achieve our Purpose because **You Matter**.

We **CARE** deeply about achieving outcomes in the right way and expect staff and students to behave with...

COMMUNITY

We will prioritise empathy, compassion and wellbeing. Our goal is to develop a positive community where the mental and physical health of staff, learners, governors and key stakeholders is emphasised.

ACCOUNTABILITY

We will all act with integrity and transparency, take full ownership of our actions and deliver on our commitments, impacts and outcomes.

RESPECT

We will all create an inclusive environment where everyone is valued, trusted and treated with consideration, kindness and fairness.

EXCELLENCE

We will all drive innovation and pursue extraordinary quality through an "ambitious spirit", consistently striving for the highest standards in all we do.

OUR PRIORITIES

Over the next five years we will achieve "Our Purpose" by delivering on our strategic priorities set out in full detail in 7 strategic plans.

In summary we will:

