

LINCOLN COLLEGE JOB DESCRIPTION

Post Title:	Lecturer in Hairdressing	Post Number:	LC1365P
Daily Supervision:	Curriculum Lead – Hair, Beauty & EP Service Industries	Grade:	Lecturer Scale 1-4
Department:	AP HEART, Health and Care	Last Updated:	May 2025

Our Purpose:

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

Our Mindset:



Job Purpose:

It is important within the role that the needs of the learners are put to the forefront, and they will all gain the opportunity to achieve their full potential whilst being in a safe, stimulating and supportive environment.

Our main focus is for our lecturers to deliver high quality teaching, learning and assessment, whilst ensuring that the standards of the college, awarding bodies, professional bodies and stakeholders are maintained. You will be expected to deliver engaging lessons through creation of innovative methods to enable learners to achieve their full potential.

It is expected that you work collaboratively with both academic and support service colleagues to aid in the development of a team environment that will allow for successful completion of our objectives. Within this there will be an expectation for you to use your own initiative to contribute to the colleges development and support the mission of being employer led in order to produce a highly skilled and productive local work force.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

1. To contribute to teaching across all Hair related programmes at Level 1, 2 and 3 including apprenticeships and evening courses.
2. To maintain your currency as a hair practitioner by participating in regular continual professional development and continuing to practice skills within industry environments.
3. To contribute to the development of specialist disciplines, helping to maximise achievement rates and raise recruitment.
4. To work with the learners using the Lee Stafford Education package that is being delivered across the provision.
5. To promote the development of English and maths skills within programmes of study.
6. To potentially carry out the role of a Personal Tutor as required.
7. To contribute to the development of new programmes in alignment with the industry needs
8. To liaise with awarding bodies and external examiners / verifiers.
9. To contribute to industry engagement and the development of work related learning experiences
10. To assist with the operational and commercial development of the department.
11. To liaise with schools, parents, universities and / or employers as appropriate, to optimise student progression.
12. To contribute to the process of programmes marketing and the recruitment and selection of students.
13. To contribute to the student enrichment programme.
14. To participate in any cross-college / working party groups as from time to time may be established.
15. To maintain learning, assessment and teaching quality through critical self-reflection and collegial activity.
16. To promote the development of the Equal Opportunities Policy throughout all aspects of employment.
17. To develop and maintain quality standards appropriate to the post.
18. To maintain professional standards and expertise by undertaking relevant professional development.
19. To conform with the Health & Safety requirements to the post.
20. To be responsible for the safeguarding and promoting the welfare of children 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.



CIPD

We support the right to request flexible working for all from day one.

#FlexFrom1st



PERSON SPECIFICATION

	Knowledge	PSM
1	A minimum of a level 3 Hairdressing qualification	A / I
2	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
3	A level 2 qualification within English and maths and assessor's qualification.	A / I
4	Relevant additional hair qualifications to support exceptional quality of performance	A / I

	Skills/Abilities – Interpersonal	PSM
5	The ability to teach and manage learning across a range of Hair related programmes from levels 1-3	A / I
6	The ability to communicate effectively to a wide range of people including learners, employers, customers and other stakeholders.	A / I
7	Good presentation skills	A / I
8	The ability to respond to individual learning needs	A / I
9	The ability to work in a non-discriminatory manner	A / I

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

	Work Related Circumstances	PSM
14	The ability and willingness to undertake relevant staff development in a teaching capacity	A / I

	Skills/Abilities - Other	PSM
15	Good organisational / planning skills	A / I
16	Appropriate level of IT skills to undertake relevant duties i.e. Word and PowerPoint as well as evidence of using a VLE platform to support learning	A / I
17	Responsibility for safeguarding and promoting the welfare of children wherever applicable	A / I
18	Willingness to drive across multiple campuses to work	A / I

Prepared By:	Steven Horsfield - Assistant Principal HEART, Health and Care
Date:	May 2025

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

