

Post Title:	Lecturer - Early Years & Childcare	Post Number:	LC1413P
Daily Supervision:	Curriculum Lead – Care and Early Years	Grade:	Lecturer Scale 1 - 4
Department:	HEART, Health and Care	Last Updated:	October 2025

Our Purpose: Be Ready...

Realise Aspirations, Shape Futures, Serve our communities

Our Code:

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

Community

Accountability

Respect

Excellence

Job Purpose

To prepare, deliver and assess on the Early Years and Childcare programmes.

To provide the highest quality educational experience in Early Years and Childcare programmes, using vocational knowledge and experience to deliver teaching, learning and assessment that inspires students and prepares them for progression to employment in the sector or higher education.

To contribute to the development of the curriculum in line with local, regional and national needs and contribute to the positioning of these courses as the premier local choice for Early Years and Childcare students.

The post is based at Lincoln College, but could involve teaching at other centres.

Principal Duties and Responsibilities:

1. To be responsible for course management and success rates of the Early Years and Childcare programmes
2. To prepare, deliver and carry out teaching and learning with necessary assessment of students including on site assessment where appropriate.
3. To teach on early years education and childcare related programmes at Level 1, 2 and 3, including T level qualifications.
4. To contribute to the development of specialist disciplines, helping to maximise achievement rates and ensure positive destinations.
5. To promote the development of English and maths skills within programmes of study.
6. To liaise with parents where required, to ensure each learner is maintaining suitable performance and progress on their courses.
7. To contribute to the development of new programmes of delivery in alignment with the strategic plans of the college.
8. To carry out the role of a course tutor as required.
9. To carry out and maintain records and documentation required by the College curriculum quality policies and systems.
10. To contribute to the selection, recruitment and enrolment of students.
11. To liaise and work closely with the third-party stakeholders involved in the study programme delivery.
12. To carry out assessing and internal verification as required.
13. To actively implement the College's Equal Opportunities policy throughout all personal contacts in the College and within the areas of Engineering Apprentices.
14. To maintain professional standards and expertise by undertaking relevant professional development.
15. To maintain teaching and learning quality standards through peer review and lesson observation activity.
16. To conform with the Health and Safety requirements relevant to the post.
17. To contribute to the development of existing and new programmes, and work as a member of a flexible delivery team within Early Years and Care departments.
18. To liaise with awarding organisations and external examiners/verifiers.
19. To coordinate timetabling of individual student programmes.
20. To participate in any cross-college/working party groups as from time to time may be established.
21. To be responsible for safeguarding and promoting the welfare of children wherever applicable within the role.
22. To be an inspiring teacher, enthusiastic with the ability to motivate students and a willingness and ability to tackle poor student performance.

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. Certificate in Education, PGCE or equivalent or the ability and willingness to obtain a Level 4 professional teaching qualification within two years of commencing employment	A
2. Honours degree in Early Years / Childcare or related subject	A
3. Assessors Qualification	A

Skills/Abilities – Interpersonal	PSM
4. The ability to teach and manage learning across a range of Early Years / Childcare related programmes from levels 1-6	A/I
5. The ability to communicate effectively to a wide range of people	A/I
6. Good presentation skills	A/I
7. The ability to respond to individual learning needs	A/I
8. The ability to work in a non-discriminatory manner	A/I

Experience	PSM
9. Proven competence of teaching on Early Years / Childcare related programmes	A/I
10. Previous pastoral responsibilities in ensuring that learners make successful progress on their courses	A/I
11. Proven competence of assessing learners with a variety of methods within a vocational based context	A/I
12. Relevant industrial or practitioner experience in a Early Years / Childcare related setting	A/I

Work Related Circumstances	PSM
13. The ability and willingness to undertake relevant staff development	A/I

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

Prepared By:	Steven Horsfield
Date:	October 2025

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

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:

