

# LINCOLN COLLEGE GROUP

# JOB DESCRIPTION

## JOB TITLE & NUMBER

LC1442P: Lecturer – Art & Design

## SALARY

£33,547 - £40,064 pro rata per annum

## GRADE

Lecturer Pay Scale

## HOURS

18.5

## REPORTING TO

Curriculum Lead – Art & Photography

## DEPARTMENT

Art & Photography

## LOCATION

Lincoln – Christ Hospital Terrace

BE READY...

## **Job Purpose:**

To prepare, deliver and assess on the UAL L1 Diploma and Award and L2 Diploma in Art & Design. As part of the role, there are also opportunities to participate and deliver across a range of Art Courses and levels from L1 to L3.

We are looking for someone who can deliver a range of Art & Design disciplines, skills and techniques. The successful candidate will deliver engaging and inclusive Art & Design teaching across a range of post-16 programmes, developing students' creative, technical, and critical thinking skills. They will plan and deliver high-quality lessons that cater to learners of mixed abilities, adapting teaching strategies to meet diverse learning needs and support individual progression. The role requires expertise across a broad range of artistic disciplines, including drawing, painting, digital media, 3D design, and contextual studies, while fostering creativity, experimentation, and independent learning. The teacher will assess and monitor student achievement, provide constructive feedback, and contribute to the development of an inspiring learning environment that promotes high standards, prepares students for higher education and employment, and supports successful achievement of qualification outcomes.

## **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.

**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	A degree qualification in Art, Graphic Design, Illustration or a related subject area.	A
3	Knowledge of a variety of techniques, and contextualised understanding in Art and Design related disciplines.	A

	Experience	PSM
4	Experience of working within a relevant industry and experience of teaching, training or mentoring others in an Art related discipline.	A
5	Experience of planning, delivering or contributing to learning, training, coaching or skills development activities in an education or workplace setting.	A/I
6	Experience of supporting the development, progress or performance of individuals (e.g. learners, apprentices, trainees or team members).	A\I

	Skills/Abilities - Behavioural	PSM
7	Demonstrates a confident and engaging teaching presence that motivates learners and drives positive learning outcomes (Impact).	I/M
8	Communicates information clearly and effectively, adapting delivery to meet the needs of different audiences and ensuring understanding (Communication).	A/I/M
9	Maintains high standards of professional conduct, demonstrating integrity, accountability and up-to-date subject expertise (Professionalism).	I/M
10	Works effectively with colleagues, learners and external partners to support curriculum delivery and learner success (Collaboration).	I/M
11	Promotes a safe, inclusive and supportive learning environment that recognises and responds to individual learner needs (Wellbeing and Mental Health).	A/I/M
12	Provides clear guidance and constructive feedback to support the development of learners' knowledge, skills and behaviours (Coaching).	M

	Skills/Abilities - Other	PSM
13	Appropriate IT and digital skills (VLEs, Microsoft Office, online delivery tools).	A/M
14	Ability to work in a non-discriminatory and inclusive manner.	A/I
15	Demonstrates a proactive commitment to safeguarding by recognising concerns, taking appropriate action and following procedures to protect and promote the welfare of children and young people.	A/I
16	Embeds inclusive practice by designing and delivering approaches that remove barriers to participation and ensure equitable opportunities for all learners.	A/I/M

	Work Related Circumstances	PSM
17	Ability and willingness to undertake relevant professional development to maintain up-to-date knowledge of relevant legislation, industry relevance and best practice.	A/I
18	Ability to work flexibly across sites and delivery modes.	A/I

<b>Prepared By:</b>	Sarah Valentine – Curriculum Lead – Art & Photography
<b>Date:</b>	June 2026

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:

