The Lincoln College Group

LINCOLN COLLEGE GROUP

JOB DESCRIPTION

JOB TITLE & NUMBER

LC1471P: Lecturer – Construction (Based in China)

SALARY	GRADE	HOURS
£40,447 - £49,409 including overseas allowance (pro-rata)	Lecturer Pay Scale	37 hours per week, 29 weeks per year

REPORTING TO

Strategic Lead – Defence Technical Excellence College

DEPARTMENT

International

LOCATION

Guangdong, China

BE READY...

Job Purpose:

To provide the highest quality international educational experience in construction 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 choice for construction students in China.

The teaching for this post is based in China, but may involve teaching at other centres. As the teaching for this post is based in China, to meet current immigration requirements, the post holder must be under 60 years of age and hold no lower than a degree level qualification in the subject being taught. Applicants must also have the right to work in the UK, as this role is employed through a UK-based organisation.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

1. To plan, prepare and deliver high-quality teaching, learning and assessment (face-to-face, online and blended).
2. To be responsible for course delivery, course management and learner success rates within the subject area.
3. To maintain high standards of teaching and learning through peer review, observation and reflective practice.
4. To undertake assessment, internal verification and maintain accurate learner records in line with quality standards.
5. To contribute to curriculum design, development and continuous improvement aligned to employer and industry needs.
6. To support recruitment, selection and enrolment of learners.
7. To liaise with employers, schools, universities and other stakeholders to support progression and partnerships.
8. To contribute to enrichment activities (trips, visits, guest speakers, employer engagement).
9. To engage in continuous professional development, maintaining up-to-date subject and pedagogical knowledge.
10. To support quality assurance processes and awarding body requirements.
11. To participate in cross-college activities, working groups and strategic initiatives.
12. To promote a positive, inclusive and supportive learning environment that motivates learners.
13. To actively support learner wellbeing, safeguarding and personal development.
14. To contribute to the development of innovative delivery methods including digital and blended learning.
15. To maintain professional standards and expertise, integrity and accountability in all aspects of the role and undertaking relevant professional development including active participation in Golden Hours.
16. 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.
17. To maintain quality standards, appropriate to the post.
18. To conform with the Health and Safety requirements relevant to the post.
19. 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.

PERSON SPECIFICATION

	Knowledge	AM
1	Certificate in Education, PGCE or equivalent or the ability and willingness to obtain a Level 4 teaching qualification within two years of commencing employment.	A
2	Professional qualification, Construction/Civil Engineering degree, or equivalent qualification at Level 6 or above.	A
3	Assessor Award or the ability and willingness to obtain.	A
4	Relevant industry knowledge and/or professional qualifications.	A

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

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

	Skills/Abilities - Other	AM
14	Appropriate IT and digital skills (VLEs, Microsoft Office, online delivery tools), and quality management systems.	A/M
15	Ability to work in a non-discriminatory and inclusive manner.	A/I
16	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
17	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	AM
18	Ability and willingness to undertake relevant professional development to maintain up-to-date knowledge of relevant legislation, industry relevance and best practice.	A/I
19	Ability to work flexibly across sites, and delivery modes.	A/I

Prepared By:	Rick Long – Strategic Lead – Defence Technical Excellence College
Date:	October 2026

Assessment Method (AM) Key		
A = Application	I = Interview	M = Microteach

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:

The Lincoln College Group