

Person Specification

Lecturer in Business (Further Education)

This person specification outlines the experience, knowledge, skills and professional behaviours required for success in this role.

When completing your application, please demonstrate clearly how you meet the essential criteria and provide examples of impact where possible. Applications from candidates with disabilities will be assessed against the essential criteria required to carry out the duties of the post.

1. Teaching & Professional Practice

Essential

- Demonstrable ability to deliver high-quality, engaging and inclusive teaching within Business or a related discipline.
- Strong understanding of effective teaching, learning and assessment strategies within Further Education.
- Ability to differentiate learning to support diverse learners, including SEND and high-achieving students.
- Ability to use assessment effectively to monitor progress and provide constructive feedback.

Desirable

- Experience delivering qualifications such as BTEC, T Level or Apprenticeships.
 - Experience of contributing to internal verification or quality assurance processes.
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2. Industry Knowledge & Curriculum Expertise

Essential

- Up-to-date subject knowledge in Business or a related field.
- Ability to contextualise teaching using current industry practice and employer expectations.

Desirable

- Recent or relevant industry experience in Business, Management, Enterprise, Marketing, Finance or related sectors.
 - Experience developing employer links, live projects or industry engagement activities.
 - Experience contributing to curriculum development or programme review.
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3. Student Support & Pastoral Care

Essential

- Experience supporting learners to achieve their academic and personal goals.
- Ability to act as a Personal Tutor and support students through target-setting and progress reviews.
- Awareness of safeguarding responsibilities and commitment to promoting learner welfare.

Desirable

- Experience supporting learners with additional learning needs.
 - Experience promoting employability skills, professional behaviours and progression planning.
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4. Professional Skills & Behaviours

Essential

- Excellent communication and interpersonal skills.
- Ability to work collaboratively as part of a team.
- Strong organisational and time-management skills; able to meet deadlines and manage workload independently.
- Proactive, solution-focused and adaptable approach to work.
- Commitment to equality, diversity and inclusion.
- Digital competence, including use of virtual learning environments and online teaching tools.

- Willingness to engage in continuous professional development.

Desirable

- Experience using data to monitor and improve student performance.
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5. Qualifications

Essential

- Degree (or equivalent) in Business or a related subject area.
- Teaching qualification (PGCE, Cert Ed, DET or equivalent), or willingness to work towards one.
- English and Maths qualifications at Level 2 (GCSE grade C/4 or above or equivalent).

Desirable

- Relevant professional qualification (e.g. CIM, CMI, ACCA, CIPD or similar).
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6. Safeguarding & Compliance

- Commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.
- Willingness to undertake enhanced DBS clearance.
- Understanding of professional boundaries and responsibilities within an educational setting.