

Person Specification – Lecturer in Public Services

Criteria	Essential	Desirable
Qualifications	Level 3 qualification (or above) in Public Services or a relevant subject area.	Degree or Level 5+ qualification in Public Services or a related discipline.
	Teaching qualification (PGCE, Cert Ed, DET or equivalent) or willingness to work towards one.	Assessor and/or Internal Quality Assurance (IQA) qualification.
	GCSE Grade C/4 or above (or equivalent) in English and Mathematics.	Relevant coaching, outdoor education or fitness qualifications.
Industry Experience	Experience working within a public service organisation such as the Armed Forces, Police, Fire and Rescue Service, Prison Service, Border Force, Ambulance Service or other related sector.	Recent or current operational experience within the public services sector.
Teaching & Learning	Experience delivering engaging teaching, learning and assessment.	Experience teaching within Further Education.
	Experience working with young people and/or adults in an educational, training or coaching environment.	Experience delivering NCFE or equivalent Level 1, 2 and 3 qualifications.
Curriculum Knowledge	Understanding of vocational education and the skills required for progression into public service careers.	Experience developing curriculum resources, schemes of work or assessment materials.
Learner Support	Ability to motivate, support and inspire learners from diverse backgrounds.	Experience as a Progress Tutor, Personal Tutor or Mentor.

	Commitment to raising learner achievement, attendance, retention and progression.	Experience supporting learners with additional learning needs or SEND.
Assessment & Quality	Ability to assess learner work accurately and provide timely, constructive feedback.	Experience of Internal Verification, quality assurance processes or awarding organisation requirements.
Digital Skills	Confident use of digital technologies to support teaching, assessment and learner engagement.	Experience using Microsoft Teams, Moodle, Google Classroom or other Virtual Learning Environments.
Practical Skills	Ability to deliver practical learning activities, promoting teamwork, leadership, resilience and professionalism.	Experience delivering outdoor education, expedition training, fitness instruction or Duke of Edinburgh Award activities.
Communication & Teamwork	Excellent communication, interpersonal and organisational skills.	Experience working collaboratively across curriculum teams and with external partners or employers.
Professional Practice	Commitment to safeguarding, equality, diversity and inclusion.	Evidence of ongoing Continuing Professional Development (CPD).
	Ability to work independently while contributing positively to a team environment.	Experience contributing to curriculum development, quality improvement or inspection preparation.
Personal Qualities	Enthusiastic, professional and learner-centred.	Experience leading projects or supporting colleagues through mentoring or coaching.

	Flexible, resilient and adaptable with a positive approach to change.	
	A positive role model who demonstrates the values, behaviours and standards expected within the public services sector.	