



Job Description: Associate Lecturer in Counselling – Hourly Paid



Associate Lecturer in Counselling – Hourly Paid
REF: AL0020-744

The role:

We are seeking to appoint a well-qualified, highly motivated, and innovative lecturer committed to enhancing our students' achievement and experience in our Counselling department at Southport College. The successful candidate will play a full role in sustaining and building on the high achievement of our Counselling provision at the Southport College site. You will ideally have a good honours degree (or equivalent) and teaching qualification, have experience of teaching students at Level 3 and above, and be committed to our students, your subject and the teaching profession. We are, however, willing to consider candidates with other relevant qualifications and experience in education.

This is an opportunity for you to make your mark and ensure excellent teaching and learning, helping us realise our potential to be the outstanding College of the future.

Previous applicants need not apply.

Responsible to:

The postholder is responsible to the Curriculum Manager.

Key Accountabilities and Responsibilities:

Lecturer duties and responsibilities are wide ranging. They may include, but are not restricted to the following depending upon the emphasis in any given post:

- **Formal Scheduled Teaching (FST)**

which includes:

- timetabled contact with groups of learners which forms part of approved College provision including sessions scheduled to take place both on and off site
- timetabled contact with learners on individually focused programmes which form part of approved College provision including sessions scheduled to take place both on and off site and in accordance with appropriate caseloading arrangements
- timetabled tutorials which form part of the College's tutorial programme including those sessions dedicated to Induction
- Tutoring of distance learner programmes which form part of approved College provision and in accordance with appropriate caseloading arrangements
- Assessment requiring the observation of competence (e.g. for NVQs) in accordance with appropriate caseloading arrangements and which is of necessity carried out entirely separately from the teaching and learning process

- **Ancillary duties**

The ancillary duties emanating from formal scheduled teaching include but are not limited to: -

- Planning, preparation, marking (including other forms of assessment), day to day communication with students for the purpose of guidance and support, administration including admissions, enrolment and registration, subject updating, personal development and teaching and learning innovation and improvement, participation in course evaluation as appropriate, participation in the Maintaining Student Responsibility procedures as appropriate.
- To maintain and update curriculum and subject expertise as required in effectively carrying out formal scheduled teaching responsibilities.
- To oversee and monitor compliance in line with the statutory duties and College policies and procedures with due regard to Health and Safety, Equality and Diversity and Safeguarding.
- To carry out other duties which may be assigned from time to time which are reasonably commensurate with the role of Associate Lecturer.

The above duties are indicative of the requirements of the post at the time of recruitment. It is management policy that roles and responsibilities are reviewed on a regular basis leading to possible modifications where appropriate. Staff may be asked to undertake other duties as may be reasonably required commensurate with the post, at the initial place of work or at other locations from which the College operates.

The Person:

The successful candidate will be the one whose professional and personal qualities correlate most closely with the following profile:

Qualifications and Attainments	Essential/Desirable	Method of Assessment
A relevant degree or equivalent professional qualification	E	A
Level 2 qualification or equivalent in Numeracy and Literacy (or willingness to undertake and achieve within 2 years)	E	A
Qualified Teacher Status (QTS) or equivalent teaching qualification.	E	A

Experience	Essential/Desirable	Method of Assessment
Previous experience of teaching or training preferably in a further education setting	E	A/I
Experience of working in the Counselling Industry	E	A/I
Experience working with students from diverse backgrounds and with a range of learning needs.	D	A/I
Experience in curriculum development and assessment.	D	A/I

Knowledge, Skills and Attributes	Essential/Desirable	Method of Assessment
Excellent communication and interpersonal skills.	E	A/I
Ability to work effectively as part of a team.	E	A/I

Commitment to providing high-quality education and supporting student success.	E	A/I
Knowledge of current research and trends in counselling education.	D	A/I
Enthusiastic and innovative teacher with sound knowledge of current trends in Teaching and Learning	E	I
Ability to lead &/or work in a subject area and cross college team	E	I
Sound communication skills	E	I
Be highly motivated and driven being able to contribute actively and effectively to the success of your subject and the College	E	I
Ability to work in a way that promotes the safety and wellbeing of children & young people	E	I
To work in accordance with and promote the College's Staff Charter, "Our Values"	E	I
Be prepared to undertake staff development	E	I
Positive, flexible and adaptable approach	E	I
Willingness to commit to adhering to college policies and procedures with regards to Safeguarding, Prevent, Equality & Diversity, Health & Safety etc.	E	I

Method of Assessment: A – Application, I – Interview, AS – Assessment

Salary:

Rate of pay: £20.01 to £23.13 per hour

(For information purposes the full-time equivalent salary ranges from £24,345.00 to £28,869.00 per annum).

Summary of Terms and Conditions of Employment:

The post is offered solely under the College's Variable Hours Contract for Part-time Lecturers and is subject to relevant courses upon which it is proposed the post holder will teach actually forming during the academic year. Under the contract, the post holder will be paid only for each hour that they are required to carry out formal scheduled teaching (FST) or other professional duties which are eligible for remuneration.

The post holder will be eligible to contribute automatically to the Teachers' Pension Scheme. Details of the scheme in operation can be found in the vacancies area of the College's website.

During their employment with the College the post holder will be expected to conduct themselves in a manner appropriate to the professional image of the College. They will be expected to provide a prompt and efficient service and to maintain appropriate standards of personal appearance at all times.

A disclosure from the Disclosure and Barring Service (DBS) will be requested in the event of a successful application to this post.

All applications for disclosures are dealt with in accordance with the DBS's Code of Practice and the College's Policies on The Recruitment of Ex-Offenders and on The Storage, Handling, Use, Retention and Disposal of Disclosures and Disclosure Information. Copies of the Code of Practice are available from the Personnel Department on request. Copies of the policies are available on the College's website on www.southport.ac.uk and the College's Intranet.

Southport Education Group is committed to safeguarding and promoting the welfare of children and young people. Copies of the College's Child Protection and Vulnerable Adults Policy and Procedures are available on the College's website on www.southport.ac.uk and the College's Intranet.

Timetable for Appointment:

Deadline for receipt of applications: Friday 28th March 2025 (10:00am)

Interviews will be held: Within one month of closing date

Application Procedure:

An application form should be completed and supported by a letter of application, which succinctly but comprehensively identifies your reasons for applying and how your career to date may have equipped you for the post.

Completed applications should be returned via email to personnel@southport.ac.uk

Upon receipt of your emailed application form, we will acknowledge your application via return email. If you haven't received a confirmation email prior to the closing date for the vacancy, please check your 'spam' or 'junk mail' folder. If the email is in this folder, please mark it as 'not spam/junk'. This should ensure that any further emails we send to you are not missed.

CVs alone will not be accepted.

In the interests of economy, you will not hear from us again unless you are shortlisted. Your interest in the post is greatly appreciated.

