



Person Specification

Job title: **Lecturer in Early Years**

	Essential (E)/ Desirable (D)	How assessed Application (A) Interview (I) Task (T)
Education, professional training, and qualifications		
BA in Early Years or a related subject (or equivalent).	E	A
You must have substantial experience of working within the early years sector and with students in the early years field, and hold a relevant higher degree (Masters) <u>OR</u> have a relevant undergraduate degree and be actively working towards a Masters degree	E	A
HE Teaching Qualification i.e.: cert.Ed or PGCE.	D	A
HEA/Advanced HE Fellowship.	D	A
Willingness to engage in further training relevant to the role	E	A/I
Experience and specialist knowledge		
HE/ FE teaching experience especially with Early Years students	E	I
Supporting students in their studies	E	I
Virtual Learning Environment (VLE) experience.	E	I
Experience working with babies, young children and families.	E	A/I
A willingness to/ emerging evidence of, writing for publication and at disseminating research findings through seminar papers and presentations.	E	A/I
Experience of successfully self-managing own contribution to teaching, research and administration (and to collective research if relevant).	E	A/I
Experience of/ willingness to take on the role of external examiner to teaching programmes in other higher education institutions or can demonstrate relevant advisory roles.	E	A/I
Experience of acting as a personal tutor	D	I
Experience of teaching health related topics.	D	A/I
Experience of working with Lecture Capture system for delivering sessions	D	A/I
Skills and abilities		
Excellent written and oral communication skills	E	A/I
Computer confident with good IT skills using Microsoft Office.	E	A
High level of attention to detail.	E	A
Excellent interpersonal skills, able to build rapport when meeting new people.	E	I
Highly effective organisational and time management skills.	E	A/I
Ability to work collaboratively across boundaries in partnership with colleagues	E	I
Proactive team player.	E	I
Able to work in and adapt to a fast-paced environment.	E	A
Able to problem solve and develop solutions.	E	I



Ability to use a range of blended learning techniques including the interactive whiteboard, PowerPoint, VLE, etc.	E	I
Personal qualities		
Ability to manage change positively	E	I
Discreet and can maintain confidentiality.	E	I
Can act on own initiative within specified boundaries.	E	A
Proactive in pursuit of work to its completion.	E	I
Flexible in approach to work.	E	I
Cares and demonstrates a commitment to the success of learners within a safe and positive learning environment.	E	I
Demonstrates a commitment to supporting a customer focussed and student-centred learning experience.	E	I
Possess well-developed interpersonal skills and can communicate effectively and appropriately with people from a wide range of backgrounds with a caring and professional manner.	E	I
Demonstrable commitment to equality of opportunity and the ability to challenge behaviours which do not positively advance the diversity agenda	E	I
Demonstrable experience of representing the values of an organisation in daily life	E	A/I
Demonstrates a positive attitude, professionalism, passion and energy	E	I
Motivated and committed to continuous improvement for self and colleagues	E	A/I
Demonstrates willingness to immerse into the life and culture of Norland	E	I
Willingness to become part of the Norland community by engaging and participating in college-wide activities and being a positive role model to others	E	I
Demonstrable experience of upholding the values of Norland and the Norland Code of Professional Responsibilities	D	A/I
Unusual post requirements		
Occasional Saturday working to cover college Open Days and other Norland events	E	I