

Example person specification for lecturers in the building services engineering sector:

Craft operative occupations

(plumber, electrician, heating & ventilating engineer and refrigeration & air conditioning engineer)

Criteria	Essential	Desirable
Education / Qualifications	<p>A National Vocational Qualification (or Scottish Vocational Qualification) level 3 or equivalent (advanced craft certificate) in the appropriate BSE craft discipline.</p> <p>GCSE grade C or above or equivalent in English and Maths</p>	<p>Experience of the delivery and requirements of S/NVQs.</p> <p>Relevant teacher training qualification or willingness to complete the qualification within a prescribed time scale.</p> <p>TDLB D32 & D33 or A1 & A2 assessor awards or willingness to undertake within a prescribed time scale.</p> <p>Relevant qualifications and experience of managing health & safety.</p> <p>Evidence of continuing professional development.</p>
Experience	<p>Recent and relevant industrial experience.</p> <p>Experience of current assessment techniques.</p> <p>Knowledge of current developments in the relevant curriculum area.</p>	<p>Apprenticeship or similar formal training.</p> <p>Experience of working with apprentices/trainees.</p> <p>Recent, relevant teaching or training experience in the building services engineering sector.</p>
Skills & Abilities	<p>Ability to establish productive and supportive working relationships with students, clients and colleagues.</p> <p>Good presentation, communication, administrative and organisational skills.</p> <p>Ability to develop curriculum and learning resources and carry out assessment and verification of S-NVQs, to national occupational standards within a specific curriculum area.</p> <p>Potential to offer teaching across a</p>	<p>Awareness of new developments in education.</p> <p>Leadership skills.</p> <p>IT Skills and the ability to use ILT.</p>

	<p>range of courses</p> <p>Able to maintain standards and good management of learning situations.</p> <p>Ability to motivate and inspire individuals.</p>	
Qualities	<p>Pro-active and positive in approach.</p> <p>A genuine commitment to equal opportunities and diversity.</p> <p>Ability to work calmly whilst under pressure and meet deadlines.</p> <p>To be able to work as a member of a team.</p> <p>Prepared to participate in new developments and contribute professional advice.</p>	<p>Ability to work in a flexible and challenging environment.</p>
General Points	<p>Able to travel and work evenings if required.</p> <p>Subject to appropriate CRB checks.</p> <p>Willing to undertake further training, which may be required.</p>	<p>Driving licence.</p>

Note:

The above person specification is only an example for full & part time lecturing positions and may deviate slightly from similar information provided by individual FE colleges and private training providers.

Evidence of the above criteria will normally be established from a variety of sources, such as:

- Application form
- Interview
- Skills test / prepared questions
- Presentation
- References
- Certificates