



**WORK AT  
SHIPLEY  
COLLEGE**

**Construction and  
NEET Engagement  
Lead**  
(Fixed Term until June  
2027)

## **Shipleigh College - Great people, great place!**

Hours: Full Time (35 hours per week), Full Year (Fixed Term until June 2027)

Salary: £40,924 per annum

Closing Date: Friday 17th July at 9am (*We may close this advert early if sufficient applications have been received*)

Interview Date: ASAP

Start Date: ASAP (subject to satisfactory pre-employment checks)

At Shipleigh College, we don't just teach; we invest. We take our students' progress in learning, life, and work personally. We believe every individual has a path to mastery, and if they don't succeed at first, we never change the goal—we simply change the path.

This is a landmark moment for Shipleigh College. We are embarking on a new adventure into Construction delivery, and we are looking for a pioneering educator to help shape what that looks like - from the ground up. As Curriculum Lead, you will be the architect of what it feels like to study construction skills at Shipleigh. This is an exciting time to join us; you will be responsible for creating our Foundation Level provision, with the vision and support to develop progression pathways as we expand. You will help develop the cross-college approach to NEET engagement, and represent the college externally, ensuring we contribute to meeting regional needs. This will require a high level of interpersonal skill, professionalism, diplomacy and tact, with the strategic awareness needed to assess potential commitment.

In terms of teaching, you will lead the trade-specific design, using your trade specific qualifications and experience as the knowledge of what a 'tradesperson needs to know'. As support, you will be backed by a team of colleagues with an extensive understanding of curriculum, awarding body requirements and the science of student success. Head of Department Damian Butters, and Luke Terry (Head of Teaching, Learning and Innovation) are expert in supporting new teachers, or those new to Shipleigh, to become expert, whilst our Head of Quality and Standards Cassie Hudson will provide the technical guidance on making sure your students achieve qualification success.

Join us, and let's build something special together!



Benefits we offer include:	We are looking for someone who:
<ul style="list-style-type: none"> <li>● Term time only working</li> <li>● Excellent holiday entitlement well in excess of statutory days.</li> <li>● Generous Pension Scheme</li> <li>● Professional Development opportunities</li> <li>● Access to a free gym on site</li> <li>● Reduced cost train and bus travel*</li> <li>● Access to free onsite car parks</li> <li>● Shopping discounts with discount app</li> </ul> <p>*qualifying period applies</p>	<ul style="list-style-type: none"> <li>● Is an experienced and qualified tradesperson</li> <li>● Can work within the values of Shipley College, and is committed to delivering life-changing learning</li> <li>● An experienced educator</li> <li>● Has strong links with employers within the construction industry and is able to leverage those connections to enhance the student experience</li> <li>● The character to manage behaviours through inspirational actions and a coaching and mentoring approach to learning the skills needed to be successful in learning, life and work</li> </ul>

How to Apply: Application forms can be obtained from [www.shipley.ac.uk](http://www.shipley.ac.uk). Completed applications should be submitted to [jobs@shipley.ac.uk](mailto:jobs@shipley.ac.uk).

<p>Employment offers are subject to pre-employment checks, including DBS, references, online checks and the right to work. Shipley College is committed to safeguarding and promoting the welfare of children, young people and adults and expects all staff to share this commitment.</p>	<p>The College is actively committed to a policy of equality of opportunity for all through education and therefore encourages applications from all regardless of age, disability, economic status, gender, race, religion and beliefs or sexual orientation.</p>
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## Job Description

JOB TITLE	<b>Construction and NEET Engagement Lead</b>
RESPONSIBLE TO	Head of Department - Damian Butters

### INTRODUCTION

The following information is provided to assist staff joining the College to understand and appreciate the work content of their post and the role they are to play in the organisation. However, the following points should be noted:

- Whilst every endeavour has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings, therefore, may have been used below, in which case all the usual associated routines are naturally included in the job description.
- Staff should not refuse to undertake work which is not specified on this form, but they should record any additional duties they are required to perform, and these will be taken into account when salaries are reviewed.
- Shipley College is an Equal Opportunities Employer and requires its employees to comply with all current equality policies in terms of equal opportunity for employment.
- Shipley College is committed, where possible, to making any necessary reasonable adjustments to the job role and the working environment that would enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

### OVERALL PURPOSE OF THE JOB

To lead Shipley College's construction provision, delivering a high quality, nurturing and future-focussed learning experiences.

The first year is about establishing quality standards, expectations and ambition, creating the foundations for success and students' personal growth. Leading up to the second year, your role will diversify to ensure your students progression and growth for the following year.

You will be well supported, but are expected to be a self-starter, with great ideas and a can-do attitude! You will leverage your industry relations for lots of masterclasses, visits and social action.

### DUTIES AND RESPONSIBILITIES

#### Pioneering Curriculum Leadership

Shape the Provision: Design and implement a brand-new Foundation Level Construction program that reflects the "Shipley Feel"—inspiring, modern, and professional. Starting



small, and delivering an incredibly high-quality student experience that provides the platform for growth.

**Strategic Growth:** Plan long-term progression routes to ensure our curriculum evolves into Level 1 and 2 offerings as the curriculum area grows.

**Expert Support:** Work closely with colleagues who have a deep understanding of curriculum design to ensure our vocational delivery is high-impact, high quality and student-centred.

**Lead on Quality:** Ensure provision is compliant with internal and external quality assurance standards and expectations

**Employer Engagement:** Work alongside the Partnerships Team to ensure all students are able to access meaningful experience of work, and that employers work with us as true partners in delivering the skills training they need

### **Inspiring Teaching and Learning**

**Model Expert Behaviours:** Use "Live Modelling" and "Thinking Aloud" to demonstrate the professional logic behind construction skills.

**Actual Intelligence:** Foster critical thinking and professional personality, ensuring students learn the "why" behind the "how."

**Adaptive Teaching:** Be strict on the destination but flexible on the path. Use scaffolding well to ensure every learner can find their rhythm in a fast paced lesson.

### **Supporting our STARS (Inclusion & Advocacy)**

Identify and support our STARS students by creating an environment of physical and emotional safety.

Ensure EHCP outcomes (where applicable) are integrated into every learning activity, helping students develop vital life and work skills.

Embed Maths and English into construction contexts, recognising them as the essential keys to economic activity.

### **Professional Learning & Quality**

**Professional Learning Network (PLN):** Proactively engage with your protected development time to refine your pedagogical practice through coaching and team teaching.

Embrace the "courage to try new things," using IRIS-Connect and engaging in Course Clinics to reflect on your impact and improve the quality of delivery.

### **Operational Safety**

Set the standard for workshop management, ensuring strict observation of health and safety, risk assessments, and COSHH from day one.



## GENERAL

- To demonstrate a positive commitment to the implementation of the College's Equality Diversity and Inclusion Policy and to the maintenance of a culture of continuous quality improvement, assurance and innovation.
- To be aware of the responsibilities under the provision of the Health and Safety at Work Act and the Control of Substances Hazardous to Health Regulations (COSHH) in terms of the post holder's own safety and the effects of their actions on colleagues, students and visitors.
- To be responsible for safeguarding and promoting the welfare of young learners and vulnerable adults the post-holder is responsible for or comes into contact with.
- To undertake mandatory training and staff development/CPD training as required by the nature of this post and the range of duties described within this job description.
- To use IT as designated appropriate to the nature of the role.
- To act in accordance with the College's expectations as set out in the Staff Code of Conduct and contract of employment.
- To undertake such other duties commensurate with the grade of the post as may reasonably be required.

# PERSON SPECIFICATION

## ESSENTIAL CRITERIA

*In your supporting statement please ensure you reference every point in this category. Applications which do not address each point in the essential criteria will not be progressed to interview. If you do not meet all of the essential criteria, please do not progress with your application.*

Minimum Level 2 in English and maths <b>(to be evidenced at interview with original certificates)</b>
Evidence of an outstanding teaching career and impactful creative practice.
Track record of securing strong student outcomes (achievement and progress).
Links with industry that can be leveraged to deliver outstanding student outcomes.

## HIGHLY DESIRABLE CRITERIA

*These points are scored the same as the essential criteria. In order to score highly, we strongly recommend that you reference every point in this category where possible.*

Experience of developing programmes of study from the ground up.
Time served, or technically qualified with significant experience as a tradesperson.
A teaching qualification (i.e Cert Ed/PGCE or equivalent).
A degree.

## DESIRABLE CRITERIA

*In order to score highly, we strongly recommend that you reference every point in this category where possible.*

Knowledge and experience of Equality, Diversity and Inclusion
Knowledge or experience of Safeguarding
Knowledge of the PREVENT agenda

## Message from the Senior Leader Team

ShIPLEY College is a wonderful place to start (or to continue) your career and we are delighted that you are considering completing an application for a post with us.

ShIPLEY College is a small, friendly place that really cares about every person that comes through the door and we pride ourselves on giving every student the individual support they deserve.

Situated in the UNESCO World Heritage Site of Saltaire, it is a great place to study and easy to get to by bus, train and car.

Our practical, vocational and work-related courses include Apprenticeships, full-time and part-time courses across a range of Departments. We are delighted that our Student Survey results and employer feedback continue to be extremely positive as we provide a fantastic learning environment for all our students.

We have a fabulous team of colleagues who give up an extraordinary amount of time to support their students and their fellow members of staff. The dedication and attention to quality they exhibit is what makes our college so successful. We are proud of the commitment and hard work of all the college's staff, students and governors and pleased that this has been recognised by Ofsted in our latest inspection.

If you meet the criteria of the post advertised and feel that you would enjoy working here, we hope you will make an application to join us!

## ShIPLEY College Mission Statement

To provide the highest quality, inspirational education and training that meets and exceeds the ambitions of individuals, businesses and communities.

### OUR CORE VALUES – THRIVE!

**T**ransformational: We champion lifelong learning, leading by example and fostering a culture of growth for all.

**H**eritage: We value our history and invest in our future.

**R**elationships: We build strong partnerships and work together to achieve shared goals.

**I**nclusion: We foster a welcoming, caring and equitable environment for you.

**V**ision: We inspire and support the pursuit of personal and professional ambitions, responding to a rapidly changing world.

**E**xcellence: We are dedicated to delivering exceptional education and achieving outstanding outcomes.

98% of students agree that the College is a safe place to learn  
96% of students agree that College staff are friendly and helpful

