

JOIN TEAM NCD

FIND YOUR NEW  **New
College
Durham**

OUR STATEMENT OF PURPOSE

OUR VISION

New College Durham will be recognised as a leading provider of Further and Higher Education in the North East region, nationally and internationally.

OUR CONTRIBUTION

New College Durham will contribute to social, economic and environmental well-being, changing lives for the better by enabling people of all abilities to fulfil their potential in work and in the community through high quality professional, technical and general education.

OUR VALUES

Our organisation is built on a core set of values which define how we approach life. They tell us to be focused on our vision and contribution while encouraging creativity, respecting our people, and enabling them to ASPIRE and realise their potential. Our values are our DNA, what we stand for and operate as a system, reflecting and shaping our behaviours and organisational culture.

As an employer and learning organisation, we will conduct our business by following the values of 'ASPIRE':

Accountability: We accept responsibility for our actions, decisions and policies and their impact on staff, stakeholders and the environment.

Safeguarding: We maintain a safe and inclusive environment in which students can learn, achieve and progress.

Partnerships: We work in partnership with those who share our vision and values.

Inclusion: We foster an environment that ensures equality of opportunity enabling all to reach their full potential.

Respect: We treat everyone with respect, fostering trust, openness and honesty.

Excellence: We achieve and maintain high standards in everything that we do.

JOB DESCRIPTION

Job Title	Lecturer in Social Work
Grade	Academic Grade TT04-07
Hours	37 hours per week (pro-rata)
Location	Framwellgate Moor Campus
Department	School of Health, Life Sciences, Early Years
Accountable to	Head of School/Curriculum Manager

JOB PURPOSE

The post holder will teach and manage learning on a range of courses including:-

- BA(Hons) Social Work programme

The post holder will contribute to the development and embedding of innovative teaching, learning, and assessment practices, including the appropriate and ethical use of digital and AI-supported technologies where relevant.

KEY RESULT AREAS

1. The post holder will become a member of course teams responsible for the effective and efficient organisation and delivery of high-quality teaching programmes.
2. The post holder will undertake a range of administration duties as well as undertaking teaching duties.
3. All staff is required to contribute to curriculum and self-development.
4. Duties undertaken by the postholder may include being the lead academic for a designated course(s) and/or course tutor to designated courses, these duties will extend to (but are not limited to) responsibility for:
 - Regular identification, review and support of student targets and needs
 - Planning and designing high quality teaching and learning programmes and sessions
 - Delivering engaging, high value teaching and learning programmes/activities
 - Assessing the outcome of learning and students' achievements through regular assessment and progress checks
 - Monitoring, evaluating, and improving quality and effectiveness of own practice including teaching programmes and sessions
 - Play an active part in the effective recruitment, retention and achievement of students

5. Contribute to the development and embedding of digital and AI-enhanced curriculum resources where appropriate.
6. Support students in developing digital and AI literacy relevant to their subject area.
7. Guide students on responsible, ethical, and academically appropriate use of AI tools.

Any other duties commensurate with the grade and status of the post.

GENERAL RESPONSIBILITIES

1. To promote the ASPIRE values of New College Durham
2. To ensure effective communications within and between teams, be involved in and participate in meetings, team briefings, development days, etc.
3. To engage with line manager in regular appraisals and performance reviews against agreed objectives.
4. To be responsible for actively identifying own development needs
5. Staff must take reasonable care, and be aware of their responsibilities under the Health and Safety at Work etc. Act (1974) and to ensure that agreed safety procedures are carried out to maintain a safe environment for staff and visitors to the College.
6. Engage with College initiatives relating to digital innovation and AI in education.
7. Maintain awareness of developments in educational technology and AI relevant to teaching practice.

VARIATION IN THE ROLE

Given the dynamic nature of the role and structure of New College Durham, it must be accepted that, as the College's work develops and changes, there will be a need for adjustments to the role and responsibilities of the post. This may include the adoption of new working practices, digital systems, and technology-enhanced or AI-supported approaches to teaching, learning, assessment, and administration. The duties specified above are, therefore, not to be regarded as either exclusive or exhaustive. They may change from time to time commensurate with the grading level of the post and following consultation with the member of staff.

BELONGING AND INCLUSION

The College is committed to equality and diversity for all members of society. The college will take action to discharge this responsibility but many of the actions will rely on individual staff members at New College Durham embracing their responsibilities with such a commitment and ensuring a positive and collaborative approach to Belonging and Inclusion. This will require staff to support the College's initiatives on Belonging and Inclusion which will include embracing development and training designed to enhance practices and the experiences of staff, students and visitors to the College with an all-inclusive approach that celebrates differences. Failure to embrace these commitments may lead to formal action. If you as a member of staff identify how you or the College can improve its practice on Belonging and Inclusion please contact a member of the HR team on 0191 375 4024. Alternatively if you wish for any support or assistance with regards to Belonging and Inclusion please again contact the above individual.

Commitment to Safeguarding Vulnerable Groups

New College Durham is committed to safeguarding & promoting the welfare of children and young people, as well as vulnerable adults, and expects all staff and volunteers to share this commitment.

Telephone: +44(0) 191 375 4000
Email: help@newdur.ac.uk
www.newcollegedurham.ac.uk



ASSESSED BY KEY

1. Application form 2. Interview 3. On the job 4. Skills test

In order to progress through the recruitment process, you must be able to show how you meet each of the criteria at ALL of the “assessed by” stages stated.

PERSON SPECIFICATION

Job Title: Lecturer in Social Work

Knowledge & Experience	Assessed by	Essential	Desirable*
English and Maths at Level 2 (GCSE / O Level, Grade C/4 or above) or equivalent, or willing to work towards**	1	✓	
Graduate qualification in Social Work	1	✓	
Experience working as a social worker in a variety of settings	1	✓	
Post-graduate qualification in a Social Work-related subject	1		✓
Teaching qualification at FENTO Level 3 (eg CertEd or equivalent)	1		✓
Recent and relevant teaching experience in the delivery of Social Work	1 / 2 / 4	✓	
Background in/specialist in Children’s and /or Adults Social Work	1	✓	
Background in/or approved mental health practitioner.	1		✓
Knowledge and experience of working to support curriculum delivery.	1 / 2 / 4		✓
Demonstrable commitment to continuing professional development (which can be evidenced and monitored)	1 / 3	✓	
Recent and relevant track record of teaching which demonstrates sustained success of students attainment	1 / 2 / 4		✓
Proven track record of recent and relevant professional/vocational experience	1 / 2	✓	

Registration with Social work England.	1 / 2 / 4	✓	
Willingness to engage with emerging educational technologies, including AI supported tools	1 / 2 / 3	✓	
Experience using digital learning technologies or AI-assisted tools	1 / 2 / 4	✓	

ASSESSED BY KEY

1. Application form 2. Interview 3. On the job 4. Skills test

In order to progress through the recruitment process, you must be able to show how you meet each of the criteria at ALL of the “assessed by” stages stated.

PERSON SPECIFICATION

Job Title: Lecturer in Social Work

Skills	Assessed by	Essential	Desirable*
An understanding of Social Work and Social Care provision.	1/2/3	✓	
Demonstrate the ability to lead teams and support individual and team development.	2 / 3	✓	
Ability to effectively communicate to people both face to face and in writing	1 / 2 / 3 / 4	✓	
Ability to work collaboratively within the working environment in order to meet deadlines	1 / 2 / 3	✓	
Confidence in using digital tools to support teaching, assessment and student engagement	1 / 2 / 4	✓	
Demonstrate the ability and commitment to work towards professional standards in the workplace	3	✓	
Ability to prioritise and organise own workload and work in a timely and effective manner	2 / 3	✓	
Ability to effectively utilise ICT in order to update and maintain learning records	3	✓	
Suitable to work with young people and vulnerable adults	1 / 3	✓	

* For the post holder to be successful in the role, all criteria within the person specification are essential, however for the purpose of recruitment some are listed as desirable as we may expect to see this skill, experience or qualification develop or be obtained once in the role.

** This criteria might be considered at the shortlisting stage.

Academic Staff who are new to teaching and who do not have a recognised teaching qualification, will be required to undertake the College's Lecturer Development Programme to gain knowledge on the practicalities of the skills to plan, deliver, assess and review teaching and assessment. This should be completed within the probationary period.

This job description may be reviewed in light of experience, changes and developments during the on-going appraisal and performance review process.

Issue Date:

17/07/2026