

JOB SPECIFICATION

Grade: Instructional Officer (Electrical Engineering)
Department: Gibraltar Training Centre
Responsible to: Training Centre

JOB PROFILE:

Manage, review, assess and train a caseload of learners both in practical and underpinning lessons that are based in the Centre or Workplace and are currently undertaking Apprenticeships and NVQs. To ensure that the success rates of learners are at, or above, the level set by the Centre ensuring they attain the occupational standards required to achieve their desired NVQ.

DUTIES:

The professional duties of the post shall include:

- To provide induction, initial assessment, advice and guidance to learners who are undertaking Apprenticeships and NVQ's.
- Support, advise and assist learners during their training.
- Responsible for planning and carrying out NVQ training, observing and assessing NVQ learners.
- Deal with queries when supervising learners.
- Participate in the promotional and marketing aspects of the Centre.
- Undertake initial assessment of learnings and assist in the learner actions planning.
- To assess learners' progress and maintain records of assessments of learning carried out.
- Maintain accurate records of learner assessments and achievements.
- Accredited successful completion of learner tasks including work-based activities in line with Centre's assessment and verification policy, completing all related administrative activities.
- Effective delivery of work-based assessment of Apprenticeships monitoring and target setting within the areas of competence.
- Deliver workshops, one to one instruction and/or training sessions relating to knowledge and skills development and to assess candidates in the workplace.
- Demonstrate assertion skills with an ability to determine and use behavior which is appropriate to the situation and to exercise tact and diplomacy.
- Must have the ability to communicate effectively in a manner which is clearly understood (verbal and written); interpret policy, procedures, data, reports and maintain emotional control under stress.
- Maintain efficient record keeping and tracking systems using the systems provided and stipulated by the Centre and report agreed targets in a timely manner against agreed deadlines. This includes withdrawals; transfers; assessment and examination results; updating of information held in the Centre's information system to enable the tracking of learner progress on a real time basis.

- Conduct assessment, evaluation, and progress reviews as appropriate, both inside the Centre and in the Workplace. Provision of regular and purposeful reports to employers, apprentices, learners, and the Centre so that there is a clear plan of action which is time bound for each learner and which allows completion with agreed target dates. Ensure that robust positive feedback is provided to candidates on completion of the training and assessment process and that they are fully aware of, and in agreement with the outcome decision.

To attend appropriate meetings:

- Centre meetings; IQA and EQA meetings; department and management meetings (where appropriate) and staff development activities.
- Centre open evenings as required.

Safeguarding responsibilities:

- Demonstrate a commitment to promoting and safeguarding the welfare of learners and young persons in line with Centre's Policy.

Health and Safety responsibilities:

- To observe and keep aware of Health and Safety documentation and procedures in line with Centre's Policy.

Professional Conduct

Instructional Officers/ Assessors are expected to:

- To observe and keep aware of Health and Safety documentation and procedures in line with Centre's Policy.
- Start sessions and attend appointments on time.
- Give good notice of any absence and in accordance with the Centre's Absence management procedures.
- The officer must uphold, adhere and keep abreast of safety rules and policies implemented in the workplace, relevant legislation and Teaching skills, and must be prepared to undergo continued professional development training that may be deemed necessary. This may include travelling to UK.
- Participate in ongoing staff development and training opportunities as far as possible.
- Keep accurate and up to date attendance registers of learners, supervise throughout practical / Underpinning sessions, ensuring all activities are conducted in a safe and professional manner.
- Adhere to general standards of conduct embodied in Centre's policies and procedures (e.g. health and safety, equality, diversity etc).
- Be involved in the Centre's quality assurance arrangements (Induction, Lesson Observation, Appraisal and gathering/ analyzing feedback from your students with a view to implementing continual improvement to your course on an ongoing/ annual basis)
- To work flexibly and efficiently, to maintain the highest professional standards and to promote and implement the policies of the Centre and make the most efficient and effective use of the Centre resources.
- The appointee will work in close liaison with the Centre's Internal Quality Assurer to develop and regularly update Individual Learning Plans (ILP's) for each learner.
- Incorporate the findings of the initial assessment and initiate Skills for Life/ Learning support as needed, differentiating the learning programme in light of that assessment.

- Liaise with the Training Centre Manager, Work Based Recorder, Internal Quality Assurer, External Quality Assurer and awarding bodies as required.
- Assist in the production of reports, statistics, statements, statutory returns and other documentation as required by the Training Centre Manager, Government Departments and other external agencies.
- Work to a range of performance indicators relevant to the services provided by the Department in order to ensure continuous quality improvement.
- Be conversant with, and operate, all appropriate information technology resources available, and to keep abreast of developments in this area
- Undertake any other additional duties, appropriate to the post which may be required appropriate by the Head of Department or his/her Representative.

PERSON SPECIFICATION - INSTRUCTIONAL OFFICER (ELECTRICAL ENGINEERING)

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications:	<p>Indentured apprenticeship and related occupational craftsmanship qualification or an equivalent and relevant qualification.</p> <p>A good knowledge of the English and Spanish languages. Level 3 Certificate in Assessing Vocational Achievement</p> <p>Or</p> <p>D32/33 Assess candidate performance, using different National Occupational Standards (NOS) for learning development, and the provision that he will undertake Unit 03 of the new Assessor qualification in Assessing Vocational skills, Knowledge and Understanding</p> <p>Or</p> <p>Willingness to work towards Full Level 3 Certificate in Assessing Vocational Achievement or TAQA Assessor Award.</p>	<p>National Vocation Qualification (NVQ) or equivalent in a relevant craft</p>
Knowledge:	<p>Demonstrate professional and occupational knowledge of the relevant qualification being delivered in Electrical Engineering Knowledge of Health and Safety in a service orientated organization. Willingness to undertake the required training to become E-literate.</p>	<p>BTEC or related City and Guilds Certificates / EAL 18th Edition Qualifications</p> <p>Experience working in a senior position within the Electrical/ Mechanical Industry</p> <p>Experience in Electrical Plant Utilization</p> <p>Experience in Solar Panel Installation would be an advantage.</p> <p>Demonstrate a good understanding of</p>

Knowledge ctd:		NVQ's Portfolio building and the training requirements of the industry.
Key skills and behaviour:	<p>Demonstrate high levels of Organisational skills.</p> <p>Demonstrate ability to be self-directed with initiative to be able to solve practical problems with limited supervision.</p> <p>Demonstrate a creative and imaginative approach to student centred learning.</p> <p>Demonstrate a commitment to promoting and safeguarding the welfare of learners and young person's and/or vulnerable adults.</p> <p>Demonstrate an ability to deal promptly and effectively with inappropriate behavior in the workplace/ learning environment.</p> <p>Demonstrate ability to prepare effective written and visual teaching materials in line with course requirement.</p> <p>Demonstrate ability to work as part of a team and to develop and sustain good working relationships with internal and external customers.</p> <p>Demonstrate a strong commitment to Equality and Diversity and how it affects the workplace/ learning environment.</p>	E-literate and competent in Microsoft Office: MS Word: a good working knowledge of producing documents and emails. MS Powerpoint: Able to create basic presentations. MS Excel: Able to create basic Excel formulas, enabling manipulation and dissemination of information.
Other Requirements:	Possess Full B Driving Licence	Possess Full A & B Driving Licence.