



TRURO & PENWITH COLLEGE

**FULL TIME/FRACTIONAL
LECTURER IN BIOLOGY
(TRURO)**
Application Information Pack

Advert

Part Time, fractional 0.5 (18½ hours per week)

Full time may be considered for the right candidate.

Lecturer in Biology (Truro)

£33,723 - £42,215* pro rata/per annum

To Start End of August 2025

Interviews will take place as and when we receive suitable applications, so this role may close sooner than advertised.

We are one of the highest performing colleges nationally on all courses at all levels, with our Education Programmes for Young People provision rated by Ofsted as 'Outstanding'.

We are looking for a vibrant and committed lecturer at our Truro Campus who will combine appropriate academic and teaching qualifications with the ability to inspire students and maintain excellent working relationships in a successful Science department.

The successful candidate will be required to teach courses including A Level Biology, BTEC Level 3 Extended Diploma in Applied Science, and/or International Baccalaureate.

The successful applicant will be required to provide high quality teaching on education programmes and contribute to providing an outstanding learning experience for our students. A commitment to curriculum development and a flexible approach to teaching and learning are required. They will also need to work with confidence with a wide variety of ability levels and project enthusiasm for all aspects of the subject.

Applicants should hold a degree or similar professional qualifications and a recognised teaching qualification or be willing to work towards one. As well as teaching, the successful candidate is likely to have responsibility for a tutor group.

**Salary as advertised is based on a qualified lecturer. Non-qualified applicants will be considered but will be paid on a non-qualified lecturer scale.*

We offer a generous package with benefits including 40 days annual leave plus bank holidays and College closure days, teacher pension scheme, relocation package, free on-site parking and a variety of on-site benefits and discounts.

CLOSING DATE: 12 NOON, MONDAY 9 JUNE 2025

Curriculum Vitae are not accepted, Application Forms only.

Successful candidates will be notified within 4 weeks of the closing date.

About us

Join Our Journey of Excellence: Shape the Future with Us

Truro and Penwith College is widely respected as one of the best colleges in the country. We offer a range of educational choices, supported by modern resources and inspirational teaching.

Since opening its doors in 1993, our College has grown into a thriving hub of education, opportunity, and achievement. From humble beginnings, we now proudly support over 5070 full-time students aged 16-19, 704 higher education students, 740 apprentices, and 4,000 part-time learners. Our expansive offerings include more than 42 A-level subjects, the International Baccalaureate, BTEC and UAL Diplomas, and industry-focused programs in Construction, Hospitality, Hair and Beauty, Automotive Engineering, Nursing and more. We are also a beacon for High Needs provision, apprenticeships, professional qualifications, and higher education courses ranging from levels 4 to 6. The college's recent OFSTED report from December 2025 highlights the college's exceptional commitment to student success, industry-aligned training, and outstanding personal development opportunities.

Truro College is a purpose-built campus across 13 main buildings and offers excellent, modern facilities designed around the needs of our students. Our other main site, Penwith College in Penzance, was created following a £30million redevelopment incorporating historic buildings with state-of-the-art facilities.

Our commitment to growth is evident in our continued investment in cutting-edge facilities and infrastructure. Our College is at the forefront of STEM education and we are proud partners in the South West Institute of Technology, with state-of-the-art facilities at our Truro Campus, as well as a STEM and Health Skills Centre in Bodmin to help school leaver and adult students from across Cornwall access specialist and unique courses in Engineering, Health, Nursing and Digital, each designed in partnership with key local employers. Other affiliations include the establishment of a Free School – Callywith College in Bodmin.

Students are at the core of everything we do, driving our commitment to their success and inspiring every decision, investment, and innovation we make. Our mission statement is: 'To provide the best possible learning experience, leading to the highest possible level of achievements by our students' and we promote the Values of Wellbeing, Engagement, Aspiration and Respect among our staff and students. The College is very innovative and dynamic in its approach, earning an exceptional reputation both locally and nationally. We were among the first colleges awarded Beacon status and in 2016 was the first college to be graded Outstanding under the new inspection framework. Our accolades include the AOC National Beacon Award for Leadership and Governance and the AOC National Beacon Leading Light Award, and as the first provider of T Levels in Cornwall, we are leading the way in shaping pathways to future careers.

Your Opportunity to Make an Impact

We're seeking exceptional educators with vision, energy, and determination to deliver first-class education and training for Cornwall.

Lecturer Salary Scale

- **Band B:** £28,429 - £30,895
- **Band C:** £32,675 - £36,563
- **Band D:** £38,330 - £42,215

(The final salary band will be determined during the interview process.)

What We're Looking For:

- A proven record of student success over the past two years (please include details).
- A willingness to contribute to other areas of the College's teaching programs.

- Strong qualifications, experience, and achievements.
- Energy, teamwork, and a commitment to excellence.
- A vision for shaping the future of education and training.

Be part of a dynamic team that's transforming lives and shaping futures. Apply today and help us continue to set the standard for educational excellence!

Job description

Post:	LECTURER
Responsible to:	Principal
Grade:	Lecturer
Conditions of Service:	Truro and Penwith College Conditions of Service
Main Purpose of Job:	<p>Teaching and providing learning support for students.</p> <p>Acting as personal tutor to a group of students and providing appropriate support.</p> <p>Undertaking other professional tasks within the curriculum team, the student support team or across the College.</p>
Specific Duties:	
Learning Support:	<p>To diagnose learners' needs and to formulate programmes that will specify those needs.</p> <p>To design a pattern of learning experiences.</p> <p>To provide high quality learning experiences for students.</p> <p>To be a member of a curriculum team and to co-operate fully in its work.</p> <p>To participate fully in arrangements for student assessment and progress reviews.</p>
Tutorial Support:	<p>To establish a personal knowledge of and relationship with assigned students.</p> <p>To be a member of a student support team and to co-operate fully in its work.</p> <p>To help students identify and resolve matters which block their progress.</p> <p>To liaise with staff and other organisations to provide information and support for students.</p>
Other Professional Tasks:	<p>To accept responsibility for specific tasks within the curriculum team, the student support team or across the College. (The nature of such tasks will vary from time to time, responsibilities will be assigned by the Principal following discussions with individual members of staff, the Senior Staff and Team Leaders. Typical responsibilities might include acting as a Course Leader, acting as a Subject or Section Leader, undertaking a cross-College curriculum function or developing a new course or delivery arrangement).</p>

Administration and Planning: To maintain appropriate records.

To contribute to working parties or team groups.

To undertake all administrative tasks associated with assigned teaching, tutorial and other tasks and to participate in the planning process operating within the individual teams and in the College.

General Requirement:

As a member of staff the postholder will be required to further the agreed aims of the College by participating fully in the following:-

The first nine months of your employment will be a probationary period, during which your suitability for the position to which you have been appointed will be assessed.

- To participate in the scheme for appraisal and review of performance adopted by the College.
- The provision of a high quality environment for student learning and associated activities.
- To maintain the highest standards of professional behaviour at all times (including compliance with the staff Code of Conduct), with a positive and student focused approach.
- Student Welfare and Support Services.
- All members of staff are required as part of their duties to accept responsibility for safeguarding, Prevent and promoting the welfare of children and vulnerable adults.
- To be responsible for promoting equality and diversity in line with College procedures.
- To act responsibly in using resources including contributing and complying with efforts and initiatives to reduce carbon emissions.
- The development of a flexible and responsive institution.
- College Promotional and Marketing Activities.
- The safe and appropriate use of College equipment, premises and property.
- Health and Safety Procedures as laid out in the College Health and Safety Policy.
- Staff Development Activities.
- General College Developments.

All members of staff must be prepared for changes in their responsibilities and work.

The postholder will also be required to undertake such other tasks as the Principal from time to time may determine.

Person specification

LECTURER

The person sought will have most, if not all, the following skills and experience:-

- A degree or similar equivalent professional qualification and a recognised teaching qualification.
- A record of continued student or professional development.
- A record of achievement in teaching within an area appropriate to the curriculum remit of the team.
- Be an effective communicator, both in writing and orally.
- Be committed to good working relationships and have the ability to motivate others.
- Be committed to the implementation of a curriculum and working practices which are free from any bias relating to gender, disability or ethnicity.
- Enthusiasm for the opportunities presented by the establishment of a new College.

The College is registered with the Disclosure and Barring Service and the successful applicant will be required to apply for a Disclosure at the enhanced level. If you apply for a job with vulnerable people when you know you are on a barred list you could be fined or face a prison sentence.

Truro and Penwith College is committed to ensuring a culture of valuing diversity and ensuring equality of opportunities.

Useful Links

[TRURO AND PENWITH COLLEGE OFSTED REPORT](#)

[TRURO AND PENWITH COLLEGE PROSPECTUS AND OTHER PUBLICATIONS](#)

Terms & Conditions

Continuous Service

Your continuous service dates from the commencement of the contract with the college except where periods of previous service with other local authorities and related employers are allowed to count as continuous employment for specified purposes in the Contract, the pensions scheme and other agreements.

Holidays

Holiday entitlement for this post is currently 40 working days plus college closure days and public holidays.

Probationary Period

The appointment is subject to the satisfactory completion of a 9 month probationary period.

Pensions

The post falls within the scope of the Teachers Pension Scheme (TPS). Further details can be found at <https://www.teacherspensions.co.uk/members/member-hub.aspx>

Commitment to Safeguarding

Truro and Penwith College is committed to safeguarding and promoting the welfare of children and young people. All applicants must be willing to undergo a Criminal Record (DBS) Check (Standard or Enhanced depending on the post applied for) and past employment checks.

Equality, Diversity and Inclusion

The College is an Equal Opportunities Employer and is committed to ensuring a culture of valuing diversity and equal opportunities.

Data Protection

By applying for a post at Truro and Penwith College, you are giving your consent for us to process personal information about you. We have legal obligations to fulfil in the way that we deal with that data. We must collect the information fairly, that is, inform you that we will process it for the purpose of recruitment and selection and the employment relationship for the successful applicant. All information will remain confidential and will only be viewed by those involved in the selection process. If you are not successful, then your information will be destroyed after six months in accordance with Data Protection Policy.

Working for Us

In recent years the College has won a number of prestigious awards, including featuring twice in the Sunday Times "Best Places to Work" survey, achieving gold for five years running in the Workplace Health Awards and in 2017, the AoC Beacon Award for Mental Health and Wellbeing & Leading Light Award.

The College is also accredited with Investors in People, Investors in Diversity, Matrix accreditation and Beacon Status.

Located in a stunning county with dramatic coastline, captivating fishing harbours, spectacular beaches and a world class food scene, Cornwall is a great place to live and Truro and Penwith College a great place to work.

Benefits

- Competitive salaries
- Relocation Package
- Generous occupational pension schemes for academic and support staff
- Supportive family friendly and flexible working policies
- Cycle to Work Scheme
- Generous holiday & sickness entitlements
- Free cash point facility
- Free Library membership
- Free parking at our Truro and Penzance campuses
- We invest in facilities
- We have fun (team days and social events)
- We value staff development
- Free health and wellbeing programme
- Free recreational courses
- Staff Discounts at local leisure and retail establishments
- Free health checks and corporate eye care scheme
- In house leadership and management programme
- Accessible campus and facilities
- Free access to Counselling and Mental Health Advisors
- Workstation Assessments/Occupational Health Referrals
- Excellent facilities onsite for relaxation and rejuvenation at discounted prices – restaurants, coffee shops and salons

How to apply

Application forms and details of how to apply for this post are available online at

<http://www.truro-penwith.ac.uk/work-for-us>

or via email to

personnel@truro-penwith.ac.uk

Application forms can be sent to us either by email to

personnel@truro-penwith.ac.uk

or by post to:

HR and Employee Services
Truro & Penwith College
College Road
Truro
TR1 3XX

Outstanding Education

Inspiring Futures

