

JOB DESCRIPTION-ACADEMIC IMPROVEMENT MENTORS

Job Title:	Academic Improvement Mentor (part time, term time, plus additional weeks/College holidays as agreed, fixed term contract)
Responsible to:	Study Skills Coach
Job Purpose:	To work with targeted students in order to address barriers to learning and to enable them to develop their skills and achieve their full potential.

A. SPECIFIC ROLE RESPONSIBILITIES

1. To work with and support targeted students who have been identified by the College, focusing on achieving their potential in their study or specific subject/course (e.g. by providing in-class support, small group support, and /or individual student support on a one-to-one basis).
2. To provide subject guidance and advice to targeted students.
3. To liaise and work with teaching staff to provide particular support to targeted students.
4. To undertake requests by teaching staff to provide particular support to targeted students.
5. To identify those students who need extra help to overcome barriers to learning inside and outside the classroom.
6. To assess the progress of targeted students and report back to the subject teacher, as required.
7. To monitor the implementation of all plans and provide feedback to the students of progress and achievement.

B. GENERAL RESPONSIBILITIES OF ALL STAFF

All College employees are expected to:

1. Maintain their own continuing professional development and attend meetings, training and conferences, as required.
2. Maintain discretion and confidentiality.
3. Comply with all College policies and procedures particularly the Code of Professional Conduct, Health & Safety, Safeguarding, Equality Policy and Procedures.
4. Positively promote and represent the College both internally and externally, particularly within the local community.
5. Proactively assist in the management of students and visitors throughout the College.
6. Effectively use IT systems and further enhance IT skills in order to continually develop efficient ways of working.
7. Liaise with other departments/faculties and members of staff, as appropriate.
8. Participate in College events, as required.
9. Carry out other duties commensurate with the grade and general nature of the post under the direction of the Principal or any other designated manager of the College.

PERSON SPECIFICATION

The College regards the following as important criteria and will look for evidence that applicants meet as many as possible:

C. QUALIFICATIONS

1. Degree or equivalent level of education for the post would be desirable
2. Good standard of Level 3 education e.g. A/B grade at A level, or D*/D BTEC
3. Good standard of general education, 5 GCSE's A-C including Maths and English or equivalent.
4. Qualified by relevant experience.
5. Training in literacy and/or in particular curriculum or learning area
6. Evidence of further professional study

D. EXPERIENCE

1. Acting as a mentor or coach.
2. Experience of working with students in the 16 – 19 age range. Sixth Form College experience would be advantageous.
3. A demonstrable record of success in previous roles.

E. KNOWLEDGE AND AWARENESS

1. Understanding of classroom roles and responsibilities and your own position within these
2. Understanding of learning, teaching and assessment processes
3. Up to date knowledge of relevant learning programmes/strategies
4. Understanding of principles of child development and learning processes
5. Up to date working knowledge of relevant policies/codes of practice and awareness of relevant legislation
6. Clear understanding of safeguarding processes and procedures.
7. Understanding of issues relating to equality, diversity, health and safety and the safeguarding of young people.

F. SKILLS

1. Ability to work with our students
2. Able to communicate effectively with students, staff and other stakeholders
3. Excellent written skills and attention to detail.
4. The ability to work under pressure and be flexible.
5. Effective interpersonal and communication skills including the ability to listen, influence and to consult at a face-to-face level on a wide range of issues.
6. Innovative, resourceful, creative with the ability to achieve the highest levels of quality and performance.
7. Effective decision- making skills with analytical and problem- solving abilities.
8. Excellent administrative, recordkeeping, organisational and IT skills (e.g. Microsoft Office software suite – Word, Excel, PowerPoint and Outlook, Google Classroom, Drive and docs)
9. An ability to take responsibility for several tasks, while remaining calm and coping effectively with a high workload and many priorities and seeing these through to completion within agreed timescales.

G. PERSONAL QUALITIES

1. A commitment to extra-curricular activities and the life of the college
2. High levels of emotional intelligence with evident sensitivity to the needs of students, staff and key stakeholders.
3. High levels of emotional resilience, positivity and drive.
4. Strong intellectual powers and the ability to be reflective.
5. Personal and professional integrity, which includes having a good work ethic, high levels of personal integrity and professionalism, the ability to undertake work of a discreet nature, handle difficult situations with tact and diplomacy and have complete respect for confidentiality.
6. Passionate about teaching, learning, quality improvement and the wider Sixth Form College experience.
7. To work collaboratively and constructively as a member of a team and to support colleagues as required.
8. A proactive approach demonstrating an openness to change.
9. The suitability to work with children.
10. A commitment to the College's values and a shared responsibility to achieving greatness.
11. A commitment to provide an outstanding and inspirational service to staff and students (which includes developing them to their full potential).
12. A commitment to relevant legislation and good practice in relation to equality and diversity and safeguarding and promoting the welfare of young people.
13. A commitment to continuing professional development.
14. A commitment to equality of opportunity.

Please note that the College requires candidates wishing to be considered for employment to complete an application form. The College is unable to accept any standalone CVs submitted. Any CVs that are submitted with a completed application form will be seen as secondary information. As such, shortlisting will be based on the information provided in the application form.

Franklin Sixth Form College is an equal opportunity employer. It is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All roles in the College have contact with children and as such anyone that is employed by the College is engaged in regulated activities. The successful applicant will be required to undertake an enhanced disclosure via the Disclosure and Barring Service.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Orders 1975, 2013 and 2020.

Offers of employment are subject to evidence of the relevant qualifications, the right to work in the UK, references and DBS clearance that are deemed satisfactory to the College.

PAY & CONDITIONS

SALARY: National Minimum/Living Wage

18 to 20 = £10.00 per hour

21+ = £12.21 per hour

CONTRACT: **This will be a Fixed Term Contract until 20th June 2026**

HOURS: Hours will be worked as and when required by agreement, between the hours of 8.30am and 5.00pm for up to 25 hours per week, term time with the possibility of additional weeks during the remainder of term time and possibly during College holidays.

Some of this work will be supporting study clubs after college and/or during holiday periods.

START DATE: September 2025

DISCLOSURE: The College will seek an enhanced disclosure from the Disclosure & Barring Service.

Closing date for all completed application forms: Monday 3rd August 2025 at 12 noon

Interviews planned for W/C 11th August 2025