Job Specification

For: Senior Instructor

Ref: VR/01436

Job Description

Job Type:	Permanent, full time (term time)
Pay:	£32000 - £36000 p/a depending on skills and experience
Benefits:	Workplace Pension, 40 days holiday a year, career development and certified training
Location:	Exeter and surrounding area

Do you have a passion for working with young people and have construction and instructional skills?

Due to the growth in demand for our services, we are looking to recruit a new instructor to join our expanding team. The job provides the ideal opportunity to be part of a growing business, working with young people.

This is a great opportunity for anyone wanting to develop construction, instructional and mentoring skills. We offer fantastic prospects for personal development and an opportunity to make a real difference to young people that have found themselves outside of the traditional education system.

The role

As a Construction Skills Instructor, you will deliver practical, engaging instruction in a safe and supportive environment. You will help learners build basic skills across construction trades, understand workplace expectations and take pride in themselves and the work they produce.
You do not need to be an experienced teacher. We welcome applications from people with relevant trade experience who are keen to work with young people; training and support will be provided.

Key responsibilities;

- Have the ability to plan and deliver engaging, practical sessions.
- Uphold our strong safeguarding practices to ensure every learner's safety and well-being
- Contribute to the development of the organisation's learner progression
- Actively instruct young people to develop their skills, through supervision and demonstration of techniques.
- Reinforce expectations of the workplace and employers

- Transportation of students (mileage and business insurance covered by the company).
- Promote health and safety in accordance with company risk assessments and associated policies. Conduct dynamic risk assessments to ensure safe and engaging learning experiences.
- Supervise off-site projects, including external contributors and volunteers.
- Contribute to tracking learner progress and compiling progress reports.
- Log attendance when required.
- Maintain positive communication with referrers, parents and carers.
- Create new learning opportunities.
- Promote social development and associated soft skills; resilience, self-responsibility, effective social and communication skills, working as part of a team etc.
- Ensure the workshop area is well equipped and maintained, safe and tidy.
- Contribute to the delivery of site visits and taster days.
- You will keep up to date with construction industry changes, developments and best practice, ensuring our provision is aligned with industry standards.
- You will be required to familiarise yourself with our safeguarding responsibilities, completing a Level 2 Safeguarding course directly after your start date (funded by the company).
- Pass an Enhanced DBS check.
- Support with coordinating materials and resources required to deliver sessions
- You will support students with progression routes into employment, apprenticeships, or further education.
- Use your industry contacts to further our provision on site visits etc.
- Partake in meal preparation.

Person specification:

Essential

- You have first-hand experience working within the construction industry and/or aligned trades of at least 5 years.
- A passion for working with young people.
- You are confident in the use of tools and materials.
- Awareness of health and safety regulations.
- Ability to maintain a professional, consistent and positive approach to behaviour management.
- Willingness to engage with safeguarding responsibilities (including logging/reporting).
- You're a team player who thrives in a dynamic environment.
- You have strong communication skills.
- You are confident in leading learning activities.
- A proactive and positive attitude with a commitment to teamwork.
- You have strong organisational and time management skills.

- You have basic IT skills (for lesson planning, tracking progress, logging attendance, corresponding with referrers and using digital learning platforms).
- Ability to achieve enhanced DBS clearance (any offer of employment will be subject to this clearance).
- Commitment to safeguarding and promoting the welfare of children and young people.
- Understanding of professional boundaries and responsibilities.
- You're enthusiastic, adaptable and patient.

Desirable

- Experience supporting and engaging learners (aged 14-19) with SEN, SEMH, complex needs and challenging behaviours.
- Relevant vocational qualifications in construction.
- Teaching or instructional qualifications (including safeguarding training).
- Health and safety certification (e.g. CSCS card, First Aid).
- Familiarity with vocational qualifications (e.g. BTEC, City & Guilds, or T Levels)
- Awareness of safeguarding, child protection, and equality legislation (e.g. Keeping Children Safe in Education).
- Knowledge of health and safety regulations in both education and construction settings (e.g. Health and Safety at Work etc. Act 1974)

The company is totally committed to the safeguarding and welfare of all our young people and staff, and we expect you to be too. We follow safer recruitment statutory guidance (Keeping Children Safe in Education). If you're successful, you'll be required to complete thorough pre-employment checks, including an enhanced DBS check and satisfactory references.

The company is an equal opportunities employer.

This role is subject to passing a three-month probationary period (across term time).

About Our Company

The company gives young people practical opportunities to develop construction skills, workplace habits and confidence. Based in a purpose-built workshop on a live construction site, we support learners who may have found mainstream education challenging and help them take their next steps towards further education, apprenticeships or employment.

Our learners develop skills through hands-on workshop sessions, live projects, employer visits and work experience programmes.

Our vision
Vocational skills for a positive future.

To empower young people with the skills, confidence, and independence they need to thrive and make a positive impact in their lives and communities.

Our mission

We equip young people with practical trade skills and essential qualifications to build successful futures in construction. Through hands-on vocational training and work-based projects, we develop their confidence and employability, helping them make a positive impact in their communities.

Compiled by : **Fiona Louch**
Compiled on : **11/11/26**