

Job Description

Job Title:	Lecturer – Golf		Approved By:	A.Fleming	
Report To:	Curriculum Manager		Date:	September 2026	
Grade:	LECT01-05	Location:	Dornoch	Written by	Curriculum Management

Purpose

We have an exciting opportunity to join our team delivering the Golf curriculum at UHI North West and Hebrides Dornoch campus. Our two full-time degree programmes are delivered from our UHI Centre for Golf. The post of lecturer is open for applicants who have a passion for the golf industry and are looking to help the next generation of industry professionals on starting their careers in the golf industry. We are looking for someone with a strong background working in the golf industry. Lecturers are responsible for the delivery of learning, teaching and assessment within their subject areas of expertise and related fields of study. They will embrace the nationally agreed *professional standards for lecturers* to ensure an excellent student experience with sustained student engagement to ensure high learner satisfaction and successful student outcomes.

Lecturers report to a Lead withing the Curriculum Management structure and will support curriculum development, provide specialist advice and proactively contribute to subject area review and evaluation.

Lecturers will work together as a cohesive and collaborative team within their subject areas and within UHI North, West and Hebrides, and across the UHI partnership. The lecturer is key in ensuring a holistic approach in supporting every student to succeed jointly with professional service staff.

Context

- The post requires significant interface with students, the immediate curriculum team, the student experience team and centre engagement staff.
- The role requires a high level of learning and teaching professionalism and subject knowledge and understanding. It requires a strong teamwork ethos of sharing tasks and a willingness to work together proactively.
- Proactivity and strong organisational skills as well as an ability to engage with students at all levels as well as other external bodies.
- The post holder will have access to highly confidential and sensitive information and will therefore be required to maintain this confidentiality and is expected to be able to deal with sensitive matters appropriately using sound judgement.

Duties and Responsibilities

Lecturers are expected to carry out the lecturer role, developed using the interim guidance contained within [Circular STL 02/21](#) whilst working to the [Professional Standards for lecturers in Scotland's colleges](#).

Lecturers may also take on the role of UHI programme leadership and degree module leadership, as agreed and remitted. The overview and details are here: [UHI Academic Leadership: Programme and Module](#)

A job description is not an exhaustive list of activities. Lecturers may be asked to carry out other duties commensurate with the level of the post within national agreements. The job description may also be amended within national agreements, and staff will be consulted when this is necessary

Academic Guidance and Support

- Use a supportive approach and appropriate guidance to identify student needs and be able to refer to specialist services when required.
- As subject experts within a team, and in collaboration with colleagues and professional services departments, contribute to the promotion of course and progression opportunities that support the student learning journey.”

Planning and Preparing the Learning Experience

- Create effective plans (*course, module/unit, lesson, etc.*) for learning, teaching, assessment and supervision based on proven pedagogy and emerging practice that engage students actively in the learning process.
- Demonstrating an understanding of KPIs, contribute to the operational planning process, as it relates to enhancement of the learning, teaching and assessment experience.

Teaching, Facilitating Learning, Assessment

- Use a range of proven learning, teaching and assessment approaches and activities that inspire, motivate and engage students actively in their learning.
- Actively communicate and promote positive behaviour to students (student code of conduct) to support students in addressing attendance and disciplinary issues early on.
- Incorporate a range of feedback and feedforward approaches.
- Work closely with professional service colleagues to enhance the student experience.
- Continuously review, design, repurpose and maintain digital and accessible learning, teaching and assessment resources to support individual learning needs:
 - maintain understanding and knowledge of how to design and develop new and existing units and learning materials; and
 - create and develop high quality, innovative and engaging learning, teaching and assessment resources as directed or in relation to course approvals.
- Create and preserve a welcoming, inclusive, supportive and safe learning environment that promotes a positive learning experience.

Quality and Standards

- Ensure full compliance for quality assurance and enhancement of all learning, teaching and assessment related duties and adherence to all statutory and legislative requirements.
- Contribute effectively to the quality functions of curriculum teams by agreeing targets, formulating action plans (individual and team), following through and evaluating their impact.
- Proactively evaluate, using an appropriate range of evidence, the quality of the student experience to identify strengths and improvement measures at individual, team and college level.

Professional Practice and Development

- Engage in scholarship and pursue up to date developments in learning, teaching and assessment to enhance practice.
- Sustain effective industry links to enhance learning and teaching in related subjects, as appropriate to the lecturer role.
- Contribute meaningfully to positive change within own area of responsibility and advocate for wider transformation.
- Maintain sufficient internal and external relationships that enhance the learning, teaching and assessment experience.
- Engage in advanced scholarship, be research active and assist in putting forward proposals for research within own sphere of expertise, as agreed and remitted.

General

- Proactively contribute to own personal development and support the wider sustainability of UHI North, West and Hebrides.
- Contribute to UHI's climate, biodiversity, and sustainability goals, including net-zero by 2040.
- Ensure consistency and equality at all times.
- Ensure compliance with data protection requirements and all college policies as required, including appropriate responsibility to ensure the health and safety of self and others.
- Work collaboratively with colleagues to ensure a whole college focus and approach.
- Registration with GTC Scotland as part of the agreed national terms and conditions of employment for all college lecturers. [Apply as a college lecturer](#).

Person Specification

Criteria	Essential	Desirable
Qualifications	SCQF level 7-12 qualification (or equivalent qualification or industry experience), above the level being taught and in a relevant subject area	- Industry recognised qualification in subject area, if appropriate - Teaching qualification, preferably TQFE, PGDE or equivalent, Masters in Education and/or working towards - Consideration given to PDA Teaching Practice in Scotland's Colleges and other related professional qualification - ETCS Registration – will be required once in post
Experience	- Golf industry experience, preferably with management responsibilities - Proven track record of effective planning (<i>course, module/unit, lesson</i>) to deliver engaging learning, teaching, assessment and supervision; and/or broader experience of coaching, instruction and developing people - Adept/demonstrable ability to consistently achieve or exceed established targets - Proven ability to manage workload, meet deadlines whilst maintaining a positive student experience	- Experience of teaching further and higher education qualifications - Experience of delivering or supporting using online platforms - Evidence of good practice in delivering learning, teaching and assessment to groups of students
Knowledge & Skills	- Excellent skills in communication and collaboration, teamwork, critical and creative thinking, problem solving and numeracy - Digitally fluency which demonstrates a strong understanding and ability to effectively use a range of digital tools and technologies - Evidence of recent CPD activity - Ability to deal with rapidly changing priorities and meet tight deadlines - Good organisational skills - Ability to work independently and as part of a team	Experience of golf analysis hardware and software
Personal Qualities	- Good communication skills across a range of medium - Flexibility in order to meet deadlines - Self-motivated - Can work well within a team - A focus on excellence in learning and teaching	- Strong golf industry network and ability to develop and engage across the industry at a range of levels - Positive and outgoing approach

Other	• Be willing to work flexible hours, when necessary, by mutual agreement. • Be willing to travel on college business as by mutual agreement. • Commitment to support the achievement of UHI's Sustainability Policy and Strategy 2023-30 objectives	• Clean driving licence when needed for the post
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KEY TERMS AND CONDITIONS OF EMPLOYMENT

Hours of Work	This post is for 35 hours per week but you may be required to work additional hours to meet service requirements. The normal full-time working week is one of 35 hours.
Duration	This is a fixed term position for 1 academic year
Salary	The salary for this post is “Unpromoted Lecturer” a 5 point scale which is currently £43,402 - £52,247 per annum. Placement and progression through the scale are dependent on qualifications and experience.
Location	The position will be based primarily at any of our Dornoch campus. On occasion, you may be required to work in any campus of UHI North, West and Hebrides
Pension	You will be contractually enrolled into the Scottish Teachers Superannuation Scheme. Further details are available upon appointment.
References/ Medical Assessment/ PVG Check	For external candidates' appointment will be subject to references and a PVG check, which will be taken up after an offer has been made.

UHI North, West and Hebrides, an equal opportunities employer, is a registered charity which exists to provide Further and Higher education.

