



## ROYAL COLLEGE OF ART

### JOB DESCRIPTION

<b>Post:</b>	<b>Associate Lecturer</b>
<b>School:</b>	<b>School of Communication</b>
<b>Programme:</b>	<b>School-wide</b>
<b>Grade:</b>	<b>8, 0.05 FTE</b>
<b>Tenure:</b>	<b>Fixed Term until 31/8/23</b>
<b>Responsible to:</b>	<b>Head of Programmes</b>

### Background

The Royal College of Art is the UK's only entirely postgraduate institution of art and design, dedicated to teaching, research and knowledge exchange with industry. The RCA has been ranked the number one university-level institution for art and design, internationally, for the eighth consecutive year according to the QS World University Rankings by Subject, 2022.

The College currently has some 2,700 students registered for Graduate Diploma, MA, MRes, MPhil and PhD degrees, and this is set to rise to 3,300 in coming years with the introduction of the new campus at Battersea during 2022. The majority of postgraduate teaching and research supervision is delivered by the RCA's four Schools: Architecture, Arts and Humanities; Communication; Design, with each School led by a Dean of international standing, and a recognised leader in their field.

In addition, the RCA has a number of established and planned research centres: the Helen Hamlyn Centre for Design; the Material Science Research Centre (which includes the Burberry Materials Futures Research Group and the Textiles Circularity Centre); the Intelligent Mobility Design Centre, Computer Science Research Centre, and a future centre in Drawing. The RCA is also home to one of the UK's most successful university incubators, InnovationRCA.

### Our People

The RCA's Royal Visitor (Patron) is HRH Prince of Wales; its Chancellor is Sir Jony Ive, and the Pro-Chancellor and Chair of Council is Sir Peter Bazalgette. The RCA's Vice-Chancellor - the CEO of the institution - is Dr Paul Thompson. The RCA has more than 450 permanent staff, including internationally renowned artists, designers, architects, theorists and curators. These staff, together with an innovative pedagogy, world-class technical

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facilities and research centres, all contribute to an exceptional environment and a remarkable record of graduate employment. Generations of eminent graduates have created far-reaching impact and influence, such as Barbara Hepworth, Bridget Riley, David Hockney, Sir Ridley Scott, Sir James Dyson OM, Asif Kapadia, Thomas Heatherwick, Chris Ofili, Tracey Emin, Jake and Dinos Chapman, Christopher Bailey, Idris Khan, Chantal Joffe, Sir David Adjaye, Erdem, Philip Treacey, Monster Chetwynd, Oscar Murillo and Lina Lapelyte.

### **Strategic Plan 2022–2027**

The RCA has developed a new strategic plan with the publication of a new Strategic Vision and Plan for the next five years, and the appointment of our new Chair of Council, Sir Peter Bazalgette.

This plan will embrace the roll out of a new model of delivery for our taught postgraduate programmes to support access and flexibility; it will underscore our commitment to being the world's most research-intensive art and design university; and it will commit to a number of Equity and Diversity goals which will lead towards the RCA becoming an anti-racist institution.

### **School of Communication**

In the RCA's School of Communication, we are interrogating the fundamental ways in which communication shapes our lives and using this knowledge to develop new ways of communicating and shaping the world through experimental and sometimes radical communication practices.

The School offers students and researchers the opportunity to develop their practices and careers as artists, communicators, curators, designers and writers. All are encouraged to focus in depth on the particularities of their own work while also being exposed to critically diverse positions across the School and to wider contexts and issues beyond, both across the College and in relation to challenges of societal, environmental, economic and cultural importance. We also work across media to experiment boldly with outcomes that take many forms, from graphic novel to VR experience, animated film to sound shower.

As a School, we are inspired by practices of communication that are culturally informed and historically aware, that encourage dialogue and are robust enough to celebrate and make space for new ideas, different voices, and other ways of thinking and making. We have a distinctive research and knowledge exchange culture based upon a dynamic interplay between communication practice and theory, encompassing a broad range of subjects and approaches. Research projects in the school range from highly individuated scholarly and creative enquiry to projects concerning public policy and social justice, to speculative practice-focused enquiry.

### **Purpose of Role**

The Associate Lecturer will be responsible for contributing to high-quality teaching and tuition to complement and enhance core teaching delivery of the School-wide Unit: *Making Worlds with Others*. The School Wide Unit focuses on developing, delivering and critically reflecting on community focussed participatory activities led by students.

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Applicants should demonstrate knowledge and experience of current approaches to community engagement and collaborative working.

### **Role profile**

#### **Associate Lecturer**

Associate Lecturers (ALs) at the Royal College of Art (RCA) contribute high quality, postgraduate teaching and tuition to complement and enhance core teaching delivery of Programmes across Schools and Directorates. ALs bring leading industry expertise and specialism, often from diverse disciplines and sectors, ensuring students receive depth and diversity in their Programme learning, and multi-disciplinary input during their studies. Depending on the specific scope of your employment you will be required to fulfil elements of the following as appropriate, directed by your Tutor, Senior Tutor, Head of Programme, or Dean:

#### **Learning & teaching**

- Contribute to teaching, delivering high-quality teaching content that meets the needs of individual students.
- Provide academic, pastoral and technical (as appropriate) tutorial support to students, including regular on-to-one meetings as agreed.
- Provide regular feedback to students to help them develop their skills and improve the quality of their work.
- Provide up-to-date knowledge of subject area and professional contexts
- Keep abreast of developments and best practice in learning and teaching
- Continually update own knowledge and understanding in academic specialism
- Engage in staff development and pre-delivery planning events.
- To advise their Tutor Groups on issues of ethics, equity and inclusion, including supporting students to submit their ethics applications.
- To support students in the process of peer assessment.
- To assess student outcomes in alignment with learning outcomes and assessment criteria.
- To participate in the assessment of student work<sup>1</sup>.

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- To engage in curriculum design, review and revision activities at the level of unit and theme
- To support interdisciplinary student groups in collaborations with external organisations
- To support and attend a site visit to an organisation located away from RCA campuses.
- To facilitate group work sessions with two tutor groups (12 students per group):
  - Guide students and prepare content for 1 Seminar (Tutor-led content)
  - Participate in School Wide Unit launch
  - Guide 1 external visit
  - Guide 1 Community engagement Workshop with Student-led content
  - Deliver 1 x formative assessment

### **Academic delivery, administration & citizenship**

- Attends (as appropriate to their fraction) some School Wide or Programme Level planning events as part of Academic delivery, administration & citizenship.
- Participate in field trips in line with programme requirements, supporting student learning and helping to ensure pedagogic value from such trips.
- Undertake risk assessments for work as necessary, complying with the necessary policies and procedures and ensuring the safety of students and colleagues.
- Contribute to curriculum design and supporting material to help ensure high quality academic content and innovation in learning and teaching, and assessment.
- Participate and contribute to Staff Student Consultative Committees in the review of Unit delivery.
- Be committed to the College objectives for Equality and Diversity and participate in mandatory College training, including Unconscious Bias training and Diversity Awareness development.

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## Person Specification

### Skills, knowledge and experience

#### Essential

- First degree in relevant specialism
- Demonstrated experience in a media-based practice such as, but not limited to, photography, curation, moving image, publishing, digital or narrative environments
- Commitment to equality of opportunity and evidence of the ability to work harmoniously with students of all cultures and backgrounds.
- Experience of one to one and group teaching and tutoring on-line and through blended learning modes.
- Commitment to high quality teaching and fostering a positive learning environment for students.

#### Desirable

- Experience of devising and delivering participatory workshops outside of a formal academic environment.
- Evidence of the ability to supervise academic work at Masters levels as appropriate to the role.
- Experience of devising and teaching courses at Masters level informed by quality imperatives for the student experience.
- Experience teaching at Masters or equivalent level.

#### **Additional information**

- Salary working 5 days per week: £44,215 - £48,021 per annum pro rata inclusive of London Allowance.
- The appointment is fixed-term.
- The successful candidate will be required to work at our White City, and across the RCA's other London sites (Kensington and Battersea) & off-site as necessary and reasonably requested.

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### **PAY & BENEFITS**

#### **Pension**

The Royal College of Art is a member of the Superannuation Arrangements of the University of London (SAUL) which is a contributory defined benefit pension scheme. The college will contribute a sum equal to 19% of your salary while you pay 6%.

#### **Holiday**

30 days paid leave a year plus bank and public holidays normally observed in England and Wales. In addition, the college is normally closed for six days a year, one day either side of Easter and the remainder between Christmas and New Year. Part-time staff will be entitled to the pro rata equivalent.

#### **Season ticket loans**

Interest-free loans are available for staff to purchase annual season tickets.

#### **Enhanced maternity and adoption pay**

Qualifying employees are entitled to enhanced maternity/adoption pay: 26 weeks' full pay, 13 weeks Statutory Maternity/Adoption Pay. This compares to the statutory provision of 90% of average pay for 6 weeks followed by Statutory Maternity/Adoption Pay for 33 weeks.

#### **Enhanced paternity pay**

Qualifying employees are entitled to two weeks' paternity leave entitlement at full pay. This compares to the statutory provision of two weeks' pay at the statutory rate.

#### **Enhanced sick pay**

Occupational sick pay after six months' service is three months' full pay/three months' half pay.

#### **24/7 confidential support**

Staff and family members in their household have access to a free, external confidential support service for work, financial, legal, family and personal problems 24 hours a day, 365 days a year.

#### **Occupational health**

Occupational Health support for the College is provided by Imperial College's occupational health service at their South Kensington Campus.

#### **Life Cover**

Active members of the SAUL pension scheme automatically receive life cover. A lump sum of four times your salary together with a refund of your contributions and a 2/3 pension for your dependent/spouse is payable should you die whilst in employment.

#### **Library**

All staff are welcome to join the college library.

#### **Events**

All staff are welcome to attend exhibitions, lectures and private views held by academic schools and programmes.

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