



Post	Associate Lecturer
School	School of Design
Programmes	Design Products
Grade	8
FTE	0.2
Tenure	Fixed Term until 31/08/23
Responsible to	Head of Programme

Background

Founded in 1837, the Royal College of Art is the world's largest community of postgraduate art and design students. It is also the oldest art and design university in continuous operation and has been ranked as the world's number 1 art & design university for a remarkable eight consecutive years (QS World Subject Rankings 2015-2022).

The RCA is research-led, and recognised in the UK-wide REF (Research Excellence Framework) as the UK's most research-intensive institution – with an increased proportion of the College's outputs classed as 'internationally excellent' and 'world-leading' in the most recent REF assessment of 2022.

Studying at the RCA is the starting point for the world's creative leaders. With more than 20,000 RCA alumni across the globe, the RCA's graduates form a unique international network of artists, designers, creators and innovators. Every year, RCA alumni are recognised as leaders in their discipline, making national and international headlines for their work, which shapes the world we live in. Its graduate start-up incubator, InnovationRCA, is one of the most successful in the country with a high proportion of female start-up founders and a high 'survival' percentage after five years of trading.

Over 2,700 students are spread across four schools, studying at Graduate Diploma, MA, MPhil, MRes and PhD levels, with plans for this to rise to 3,300 by 2027. The College's mix of professionalism and creative freedom, together with its renowned academic community and rigorous academic framework provides the ecosystem in which students flourish and achieve their highest potential.

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.

The RCA espouses a hybrid approach, supporting 'traditional' making and technical skills in fine and applied art and design alongside the foundational sciences, engineering and technology which underpin designers' ability to solve today's global challenges. The RCA champions the value of interdisciplinary learning, and was the first art and design university in the world to implement a STEAM (Science, Technology, Engineering, Art and



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Design and Mathematics) academic vision, with investment in new faculty posts in Materials Science; Computer Science and Robotics alongside art and design disciplines. By applying creative insights to evidence-based science, its staff, students, researchers and start-ups are addressing major global challenges such as rapid urbanisation and transport; loss of biodiversity; ageing populations; unsustainable consumption and production; and the rise of AI.

Our People

Prior to the death of Her Majesty, the RCA's Royal Visitor (Patron) was HRH Prince of Wales; however, His Majesty King Charles III's office has yet to confirm which institutions he will continue to serve as a Patron, following his ascension to the throne. The RCA's Chancellor is Sir Jony Ive, and the Pro-Chancellor and Chair of Council is Sir Peter Bazalgette (please see link to Council independent members' biographies). The RCA's Vice-Chancellor - the CEO of the institution - is Dr Paul Thompson, who joined the College in 2009.

The RCA has more than 500 permanent staff, including internationally renowned artists, designers, architects, theorists and curators. These staff, together with an innovative pedagogy, world-class technical 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.



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The School of Design

The School of Design offers programmes that engage with a broad spectrum of design from the industry-focused, through collaboration with engineering and science, to the experimental and theoretical. With a strong culture of innovation, experimentation and debate, as well as research degrees at MPhil and PhD level, the School explores the boundaries of knowledge in the fields of industrial design, design engineering, product design, service design, critical design, systems and services, social innovation, new materials, globalisation and the discourse between international pedagogies and manufacturing.

Programme

Design Products explores new terrain for designing products aiming to evolve new design disciplines and practices. We question 'what is a product?' and the assumption of adding products to uncover critical questioning to inform cutting edge creative practices for designing better futures. Our programme ethos focuses on a range of ideas for exploring these new areas for product design practice including design subtraction, multi-species design, circularity, questions for action, products delimited, design doing, design justice and decolonising design. We anticipate that these areas will evolve and adapt year to year.

We work in collaboration with industry but also explore new locations and relationships for designing products: the experiences and impacts they generate whether these are design interventions or working with start-ups, governments, or global agencies. We measure the success of our design impacts against the United Nations Sustainability Development Goal's and the design territory of products within systems.

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.¹ 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 Senior Tutor, Head of Programme, or Dean:

Learning & teaching

- Contribute to teaching, delivering high-quality teaching content that meets the

¹ ALs are not expected to participate in research but are expected to deliver research based postgraduate teaching



needs of individual students.

- Participate in the delivery of Design Products platform teaching as needed, focused in particular on the Design Through Making (DtM) platform.
- Contribute to, deliver cross-school and cross-disciplinary teaching and related activities as appropriate.
- 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
- Participate in the assessment of student work².
- Keep abreast of innovation and best practice in learning and teaching
- Continually update own knowledge and understanding in academic specialism

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.

² ALs may contribute to (but will not be responsible for) summative assessment. The role of ALs in summative assessment remains subject to further review.



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Person Specification

Skills, knowledge and experience

Essential

- First Degree in a related discipline
- Experience of the industry context relevant to Design Products.
- Commitment to high quality teaching and fostering a positive learning environment for students.
- Commitment to continuous professional development.
- 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.
- Experience of the industry context relevant to the recruiting programme.

Desirable

- A Masters degree in a related discipline.
- 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.



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 21% of your salary while you pay 6%.

Holiday

5 weeks (25 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, at the discretion of the college. 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.



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Cycle to Work Scheme

The Royal College of Art has signed up to the Cycle to Work Scheme – part of the government's Green Transport Initiative – which allows employees to make significant savings on purchasing new bikes and safety equipment.

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.