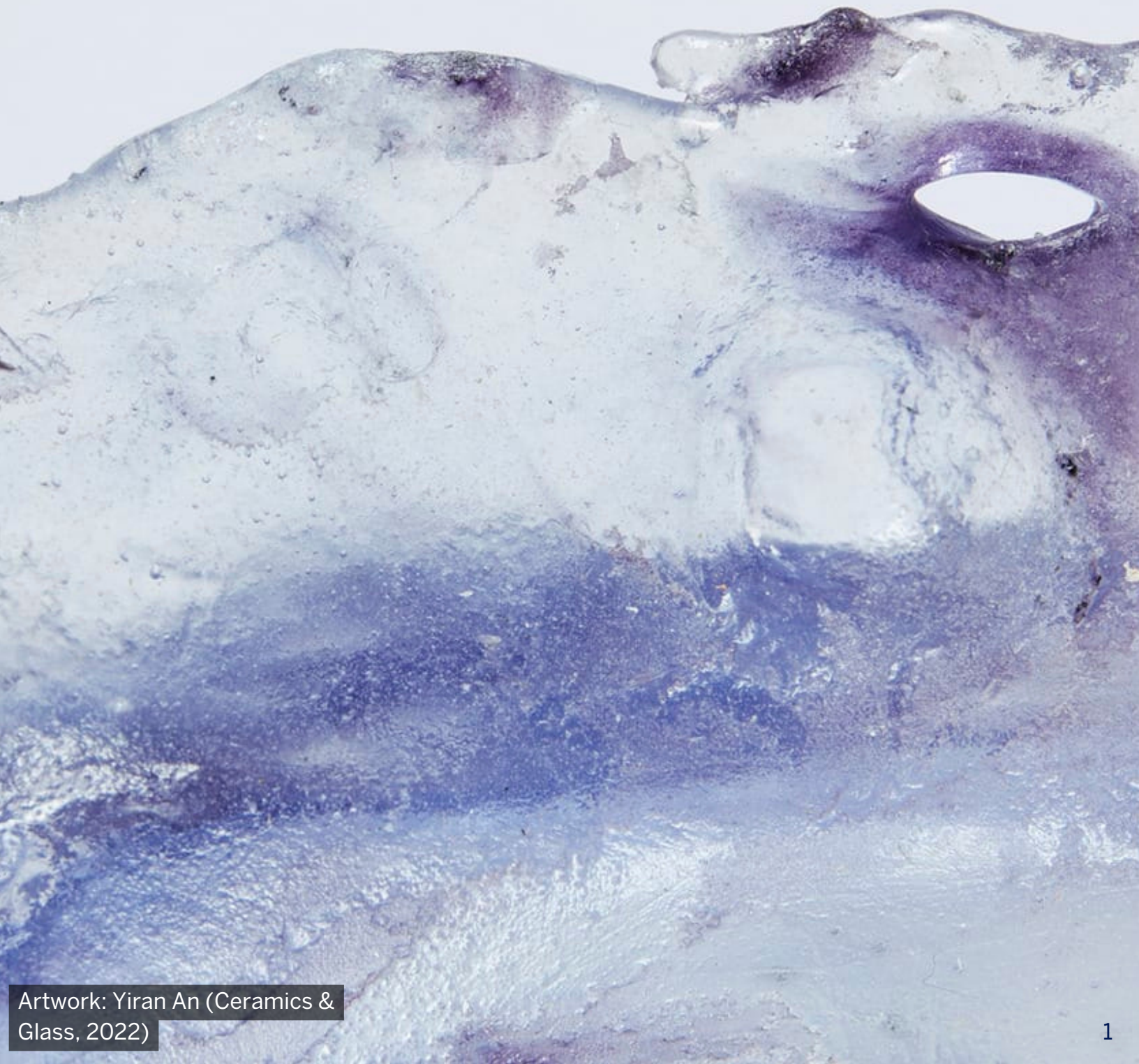


# RCA

# Senior Tutor May 2023



Artwork: Yiran An (Ceramics & Glass, 2022)



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Photo: Richard Haughton

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# WELCOME TO THE RCA



Photo: Iwan Baan

Founded in 1837, the Royal College of Art (RCA) 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 one art & design university for a remarkable eight consecutive years (QS World Subject Rankings 2015–22).

The RCA is research-led, and recognised in the UK-wide Research Excellence Framework (REF) 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.





Photo: Richard Haughton

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 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 Strategy

The RCA's strategic vision is to increase its influence on the world stage of globally ranked universities, punching significantly above its weight, and attracting, supporting and convening the world's most talented faculty, students, artists, designers and creative leaders. For more information on The RCA's Strategic Plan 2022–27, please click on this link: [Strategic Plan 2022–27](#).



# Our People



Photo: Richard Haughton

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 the Council is Sir Peter Bazalgette (please see a 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 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.

# Our Values



Photo: Shaun James

The RCA community operates in line with four agreed values:

## Curiosity

We have a tenacious commitment to innovation and openness to change. We positively interrogate ideas, assumptions and plans and welcome the honest scrutiny that is alive in a learning community.

## Inclusion

We celebrate diversity and embrace difference as a source of strength. We strive for an inclusive RCA community, removing barriers and challenging exclusionary and discriminatory practices.

## Collaboration

We value what happens together and we help and support each other to achieve our collective goals. We work in partnership with our students, staff, alumni, institutions and communities across the globe to make a lasting difference.

## Integrity

We are always willing to listen, we offer constructive feedback and we promote accountability, building relationships of mutual trust and respect. We are resilient in the face of challenges, pursuing outcomes with individual, cultural, societal and economic impact.



# Senior Tutor (Research)



Photo: Richard Haughton

## Purpose of the post

We are seeking outstanding practitioners and researchers to contribute towards the ongoing work of the School and the Royal College of Art more broadly.

The successful candidate will evidence their ongoing commitment to ensuring an inclusive and diverse curriculum at the level of postgraduate study. The successful candidate will demonstrate enthusiasm for working with students and alongside colleagues with the high levels of commitment and energy required by a world-leading environment. They will be well-networked and demonstrably engaged with the international context of fine art and curation, from which they will be prepared to draw for the benefit of the College.

As well as taking a leading role in the shaping and delivery of curriculum within the programme and School, the successful candidate will also be expected to lead the organisation of exhibitions and events and to deliver workshops, seminars, crits and tutorials, including participating in and chairing examination panels. They will be expected to contribute to discussions about the development of the programme and School and be prepared to pioneer new ways of teaching. Their research will be expected to operate at a high level, consistently producing research outputs of at least 3\* REF quality to enable submission to the REF. They will also be expected to pursue funding opportunities for their research and where possible to involve colleagues in collaborative projects and contribute to the rich research culture and environment of the school.

The successful candidate will seek always to promote the college and its staff and students, acting always as a positive advocate for the Royal College of Art.

This role is aligned to support the Dean and Assistant Dean on the continued development of the School of Design MA provision and the coordination and development of new offers within the School of Design, particularly the new MDes Design Futures programme. The role will also support College-wide electives, School-wide electives and the Grand Challenge.

## Main Duties and Responsibilities:

### Learning & Teaching:

- Support and implement teaching excellence and outstanding student experience through innovative, appropriate, and up-to-date research-informed curriculum, content and learning and teaching strategies, as required by the Dean, Assistant Dean, or Director (as appropriate)
- Provide academic, pastoral and technical (as appropriate) tutorial support to students, via a variety of learning and teaching methods
- Provide regular feedback to students to help them develop their skills and improve the quality of their work
- Participate in the assessment of student work where appropriate and required, including through participation in the assessment board as required, ensuring a rigorous and fair assessment of student work
- Contribute to, deliver and where appropriate lead on cross-college, cross-school and cross-disciplinary teaching and research activities as requested by a Dean, Assistant Dean or Director
- Keep abreast of innovation and best practices in learning and teaching in own subject including through having or undertaking the PGCert in Learning and Teaching, and the Fellowship, Senior Fellowship, or Principle Fellowship of the Higher Education Academy
- Continually update own knowledge and understanding in academic specialism and across the School or Directorate
- Supervise research students in areas related to the College's expertise and research strategy
- Contribute to the development and enhancement of new and existing programmes and pathways, ensuring high-quality academic content and innovation in learning and teaching, and assessment
- Contribute to teaching delivery, leading on allocated areas and delivering high-quality teaching content that meets the needs of individual students and collaborative group work
- Chair relevant assessment boards as permitted under college regulations as required
- Explore and exploit the possibilities for collaboration with programmes in and beyond the school
- Brief external contributors to programmes, such as guest lecturers or speakers from the industry, ensuring support and guidance as appropriate to the programme



Photo: Richard Haughton



### Research:

- Develop and keep an up-to-date five-year individual research plan, reviewed and updated annually, related to the College's research strategy and any local School or Directorate strategies
- Disseminate research findings through appropriate channels, and in line with the College's overall strategy
- Consistently produce research outputs of at least 3\* REF quality to enable submission to the REF
- Ensure that research makes a significant contribution to the overall standing of the School or Directorate
- Lead a research group, if appropriate, managing the successful delivery of research objectives, ensuring effective collaboration and high-quality outputs
- Provide research mentoring to tutors or others as appropriate, supporting and advising on research projects to help ensure optimal outcomes
- Develop and submit funding bids making a significant contribution to securing research funding in line with School or Directorate targets
- Explore and exploit the possibilities for research collaboration with colleagues in and beyond the school

### Academic management, administration & citizenship:

- Participate in student recruitment, including assessing student ability and potential to inform recruitment decisions
- Promote the College to potential students, through speaking engagements, attendance at promotional events, or other relevant activities
- Lead field trips in line with School, Directorate and/or 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
- Participate in college committees as appropriate, contributing to sound decision making
- Contribute to annual programme monitoring, ensuring quality and identifying areas for improvement
- Support the development of tutors and associate lecturers through mentoring, advice and feedback
- Manage projects to ensure high-quality delivery on time to budget

### Knowledge transfer & executive education:

- Actively build relationships with industry, and other relevant funding partners to promote the College and its students, to develop potential research and other revenue opportunities
- Lead proposals for knowledge exchange funding and manage any grants awarded to ensure delivery of objectives
- Develop opportunities for knowledge exchange and lead on knowledge exchange projects ensuring value for the College

# Person Specification

## Essential characteristics of the postholder:

- First degree in a relevant specialism
- A doctorate in a relevant field
- A postgraduate certificate (PGCert) in higher education and/or accredited fellow of the Higher Education Academy, or commitment to undertake appropriate training to achieve such within two years of appointment
- If supervising research students, have completed research supervision training or undertake and complete appropriate training within two years of appointment before commencing supervision
- Commitment to high-quality teaching and fostering a positive learning environment for students
- Commitment to continuous professional development
- Commitment to equality of opportunity and the ability to work harmoniously with colleagues and students of all cultures and backgrounds
- Evidence of the ability to supervise academic work at masters and doctoral level
- Proven record of producing research outputs of at least 3\* REF quality

## Desirable characteristics of the postholder:

- A recognised international profile in a field relevant to the RCA's academic portfolio
- Significant contribution as an effective teacher of postgraduate students and, through teaching, significant contribution to the advancement of the subject
- Experience in devising and teaching courses, and setting and assessing written work at the postgraduate degree level
- Evidence of the ability to act as principal investigator or co-investigator



# Pay & Benefits

## Additional Information:

- Salary working 5 days per week: £59,332 - £66,343 per annum inclusive of London Allowance, pro-rata for part-time staff
- 30 days annual leave plus extended breaks at Christmas and Easter pro-rata for part-time staff
- A contributory defined benefit pension scheme and interest-free season ticket loan are available
- The appointment is permanent and subject to a two-year probationary period during which accreditation in learning and teaching must be achieved
- Time to conduct research will be allocated to the person appointed on the basis of the College's Academic Employment Framework. This stipulates a minimum of 20% research time for a research academic.
- The successful candidate will be required to work at any of the College's campuses as necessary and reasonably requested
- The role holder may be required to support flexible learning including some evening and/or weekend work as required by the patterns of student learning



Photo: Philip Vale

### 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 16% 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. 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.