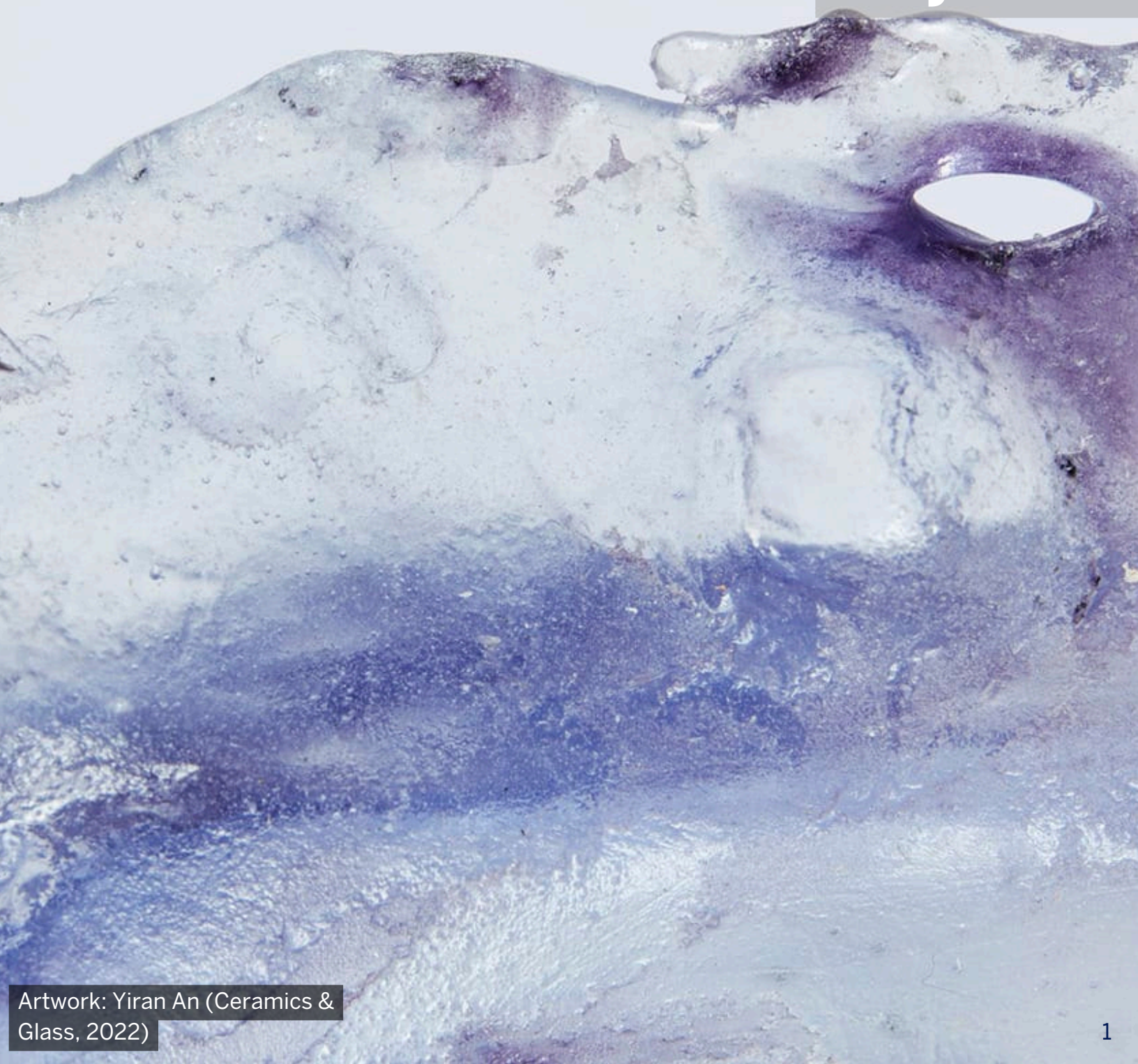


RCA

Associate Dean (Education) of the School of Arts & Humanities

July 2024



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 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 and design university for a remarkable ten consecutive years, according to the QS World University Rankings by Subject 2024 – the worldwide survey of academic and industry opinion.

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 2021.

Studying at the RCA is the starting point for the world's creative leaders. With more than 25,000 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.

More than 2,800 students are spread across four schools and research and academic departments, studying at Graduate Diploma, MA, MFA, MDes, MArch, MEd, MRes, MPhil and PhD levels. 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 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

The role of Royal Visitor to the RCA was taken on by The former Prince of Wales – now His Majesty The King – in 2018. The announcement of HM The King’s retained Patronage of the RCA marks the first anniversary of Their Majesties’ Coronation. As part of the official Coronation Concert in May 2023, the Royal College of Art along with The Royal Ballet, The Royal Opera, the Royal Shakespeare Company, and the Royal College of Music came together for the first time ever to create a spectacular one-off performance, with a striking visual backdrop of specially-designed artworks contributed by students from the Royal College of Art.

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 President & Vice-Chancellor – the CEO of the institution – is Professor Christoph Lindner who joined the College in April 2024.

The RCA’s academic faculty bring world-leading expertise and industry knowledge to the practice-based model of teaching. There is a core academic and research workforce of 196 FTE, supported by around 215 Associate Lecturers and a wide range of Guest Lecturers who bring ‘live’ industry experience into the taught curriculum – for example, Amin Taha of GrantOn design, whose work was twice shortlisted for the RIBA Stirling Prize, in 2017 and 2021, teaches in the School of Architecture; and Yao Yingjia, who is Vice President and Chief Designer at Lenovo teaches in the School of Design.

The RCA combines contemporary and industry-focused teaching perspectives. It also employs a team of 95 highly skilled technicians, many of whom themselves have postgraduate qualifications in their fields of specialism, which range from rapid prototyping and subtractive manufacturing to film and sound engineering, and from digital modelling to metal fabrication and jewellery making.

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.

School of Arts & Humanities



Photo: Richard Haughton

The largest of the RCA's four academic schools by student numbers, the School of Arts & Humanities brings together taught programmes, research and industry partnerships, creating a unique concentration of writers, curators, historians, fine and applied artists under one 'roof'. The School examines the means by which the fine and applied arts are made, critiqued, displayed and engaged with; the School offers a rich array of positions, methods, contexts and materials that artists, designers, curators and writers use and have used, as well as, ideas and issues that are successfully articulated by these disciplines, as well as providing a grounding for interaction with other disciplines, including in the sciences, and beyond academia towards industry and the public. We pay attention to the arts within the everyday, and to the everyday as the site of practice, and archive. We maintain close and productive links with numerous arts and culture organisations to ensure that our work is relevant and public facing, as well as facilitating opportunities for knowledge exchange and executive education with commercial and not-for-profit partners internationally, including Art Dubai, the Sharjah Architecture Triennial, Frieze, the Liverpool, Venice, and Shanghai Biennales.

School of Arts & Humanities



Photo: Richard Haughton

The School of Arts & Humanities offers students and researchers the opportunity to develop their practices and careers as artists, makers, historians, theorists, writers and curators. 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, economic and cultural importance.

The School has a distinctive research culture, based upon a dynamic interplay between theory and practice, and encompassing a broad range of subjects and approaches, from highly individuated scholarly and creative enquiry to projects concerning public policy and evaluation; from collections-based research to speculative practice-focused enquiry. Our goal is to support our research in addressing key strategic opportunities and challenges, linking effectively with national and international themes where appropriate, and securing an increasing level of funding required to undertake and translate research of world-leading and internationally excellent standing.

The School supports focused research and study within an environment that is ambitious in generating new practices and insights. We thrive on interaction across the broad areas of fine and applied arts and the humanities, through School-wide lectures, workshops and tutorials delivered by key contemporary artists, writers, curators and thinkers, many of whom form part of our permanent staff base. We also seek opportunities for the fine and applied arts and humanities to undertake interdisciplinary research with the Schools of Architecture, Communication, Design, and with the RCA's research centres and external partners, such as the Victoria & Albert Museum, with which we run the flagship MA in the History of Design.

Associate Dean (Education)



Photo: Richard Haughton

Responsible to: Dean of School or Pro Vice-Chancellor (Education and Student Experience).

About the Role

The role is a full-time position for an individual with a proven record in a senior academic role delivering enhancements to the student education experience in an art, design and/or humanities higher education setting. The Associate Dean will be fully conversant with the Framework for Higher Education Qualifications and the QAAHE Quality Code, curriculum innovation and delivery, assessment design and operation, quality assurance and enhancement frameworks.

The Associate Dean will play a leading role in supporting the Dean/Pro Vice-Chancellor (Education and Student Experience), and in working collaboratively with other members of the relevant School/Academic area's senior leadership team, as well as peer Associate Deans, to ensure a dynamic environment for achieving high standards in research-led teaching, curriculum, assessment and student experience. The Associate Dean will champion the College's commitment to equity and inclusion, supporting school/academic area initiatives contributing to improve diversity and inclusion at the College.

Associate Dean (Education)



Photo: Richard Haughton

Main responsibilities

1. Developing and embedding high quality, research informed and research led learning and teaching in taught postgraduate programmes

Working collaboratively with their peers and colleagues across the RCA, the Associate Dean will lead the iteration and implementation of a compelling academic vision for an excellent student learning experience across their School/Academic area/College. This postholder will:

- Lead and deliver innovative curriculum development across the School/College and in association with the wider RCA, championing equity, sustainability and collaboration in learning and teaching and curriculum development, across the RCA and with external partners;
- Exercise oversight of delivery of Programmes within the College's new masters model portfolio, working closely with Heads of Programme and Academic Leads;
- Contribute to the development of the College's academic framework(s) for PGT programmes, with a focus on delivery, flexibility, and the changing needs of postgraduate learners;
- Support the Dean/PVC (Education and Student Experience)/Academic Registrar in establishing the highest standards of academic excellence and delivery, and in assuring and enhancing the quality of learning and teaching;
- In conjunction with the Pro Vice-Chancellors, establish and monitor processes for the continuous improvement of the student experience, including facilitating student engagement in enhancement;

Associate Dean (Education)



Photo: Richard Haughton

- Embed excellence in education by establishing and managing appropriate staff engagement and development activities in learning enhancement across the School and wider institution;
- Lead and motivate academic staff across the School/Academic area who contribute to delivering College-wide education.
- Benchmark measures of programme success to agreed College-wide and sector standards, working with programme teams to identify and deliver improvements on a rolling basis.

2. Championing our Strategy, Enabling innovation

The Associate Dean will manage the development and delivery of strategies to enhance the quality of the College's taught portfolio and student experience. In particular they will:

- Work with the Pro Vice-Chancellors and Deans to ensure that the College's Strategic Plan and the academic strategy is effectively implemented for PGT programmes;
- Direct curriculum development to embed research-led learning and teaching, that is equitable and champions sustainability;
- Ensure that academic provision in the School/Academic area is aligned with external and internal quality standards expectations, that threshold academic standards are met or exceeded, and that a culture of continuous improvement and enhancement is embedded in all aspects of PGT delivery;
- Direct innovation and enhancement of course delivery to promote independent learning, meet demand for flexible delivery and exploit new technologies;
- Work closely with the Pro Vice-Chancellors and relevant working groups to design, develop, deliver and enhance blended and online learning, including the development of micro-credentials;

Associate Dean (Education)



Photo: Richard Haughton

- Work closely with Deans and Pro Vice-Chancellors on the successful operation and enhancement of admissions, recruitment and marketing policies & strategies to attract the best students and promote fair access and widening participation;

- Work closely with Heads of Programmes, Deans, and Pro Vice-Chancellors to assist the development of opportunities for employability skills development.

3. Academic Leadership and Coaching

The Associate Dean will be accountable, with the Dean/Pro Vice-Chancellor (Education and Student Experience), for promoting a high achievement culture, setting and meeting targets against all relevant education metrics and performance indicators at College and discipline levels including entry standards, PTES results and graduate employment. In particular, the postholder will:

- Support the Dean/Pro Vice-Chancellor (Education and Student Experience), in initiating academic development and planning within the School/Academic area in terms of programme innovation and links to research, in line with the College's developing academic framework;

- Agree minimum performance expectations, at School and programme levels, meeting College threshold standards, for programme groups and individuals;

- Undertake or effectively delegate the monitoring of education targets at School, subject and individual levels;

- With the Dean/Pro Vice-Chancellor (Education and Student Experience), leading on preparations for external audit for taught provision, including future iterations of, or alternatives to, the Teaching Excellence Framework (TEF);

- Work with Heads of Programme and Human Resources to develop plans to support or manage the performance of individuals across the School/Academic area.

Associate Dean (Education)



Photo: Richard Haughton

4. Collaborating across the RCA and beyond

The Associate Dean will ensure effective communication and collaboration within the School/Academic area, across RCA and with user groups and stakeholders. This postholder will:

- Work with the Pro Vice-Chancellors, Deans and Associate Deans to develop education policy and ensure its implementation, championing excellence in learning and teaching and promoting innovation to enhance the student experience;
- Support College-wide workstreams and lead School/Academic area initiatives to improve equity, diversity and inclusion at the College;
- Represent the School/Academic area on education matters at College, sector, and (as required) national levels;
- Develop professional working relationships with external organisations and alumni;
- Communicate RCA and School/Academic area priorities and policies for education to academic and professional staff within the School;
- Work in close and effective collaboration with colleagues in Professional and Technical Services to improve and develop fit for purpose processes, systems and infrastructure that delivers University and School strategies and policies.

Associate Dean (Education)



Photo: Richard Haughton

5. Research and Knowledge Exchange

While the Associate Dean (Education) post is focused on all aspects of teaching and the College's strategic goal 1, as the world's leading postgraduate institution of art and design, the Royal College of Art places value on the close links between research, knowledge exchange, and teaching. The postholder will:

- Embed new knowledge and insights from research and knowledge exchange in academic programmes and delivery;
- Develop and strengthen research-teaching linkages in curriculum design, content and delivery;
- Design methods and approaches to develop graduate attributes to enable graduates of the RCA to undertake research and knowledge exchange to a level appropriate with the learning outcomes of their programme of study;
- Be a research active academic of post-early career status, with a track record of submission to the RAE/REF and outputs that can be evaluated as being of at least 3* quality levels (in REF2021 criteria terms).
- Working closely with the Deans and Pro Vice-Chancellors, in line with College strategy on RKEI, support College initiatives for Research and Innovation and the successful implementation of these in the School/Academic area, as required by School or academic area.

Associate Dean (Education)



Photo: Richard Haughton

6. Management

- Support the Dean/Pro Vice-Chancellor (Education and Student Experience) in line management, staff recruitment, staff and resource planning;
- Line manage staff as required by Dean/Pro Vice-Chancellor (Education and Student Experience);
- Deputise for the Dean when necessary;
- Ensure that setting of objectives, staff research plans and development plans, and appraisals are carried out in a timely fashion, according to School and area priorities and business needs;
- Support a positive and effective health and safety environment for your area, assisting the implementation of policies and procedures, including carbon management plans.

Pay & Benefits

Additional Information:

- Location Battersea & Kensington, London
- Salary Competitive salary dependent upon level of appointment.
- The post is full-time
- 30 days annual leave plus extended breaks at Christmas and Easter pro-rata
- A contributory defined benefit pensionscheme and interestfree season ticketloan are available
- The successful candidate will be required to work at our Kensington campus, and across the RCA's other London sites (White City and Battersea) as necessary and reasonably requested.



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

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 on 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 shared parental pay

Qualifying employees are entitled to enhanced shared parental pay: up to 24 weeks' paid at the full rate of the employee's normal pay (only in the first 26 weeks following the start of maternity/adoption leave), followed by 13 weeks Statutory Shared Parental Pay. This compares to the statutory provision of up to 37 weeks paid at the statutory rate or 90% of average weekly earnings, whichever is lower.

Enhanced sick pay

Occupational sick pay after three 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.



[Equality, diversity and inclusion - Disability and neurodiversity](#)

Disability Confident

RCA is a Disability Confident Committed employer. You may recognise the logo from our job adverts.

Disability Confident is a government scheme designed to encourage employers to recruit, retain, and develop disabled people. RCA was originally awarded the Disability Confident certificate in October 2022, which broadens and deepens our existing commitment as an employer.

As a Disability Confident Committed employer, we commit to the below core activities:

- ensure our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long-term health condition, enabling them to stay in work
- at least one activity that will make a difference for disabled people



10 YEARS

as the world's N°1
University for Art & Design

QS World University Rankings by Subject 2015-24

Together, the RCA community can generate change now for a sustainable future everywhere.