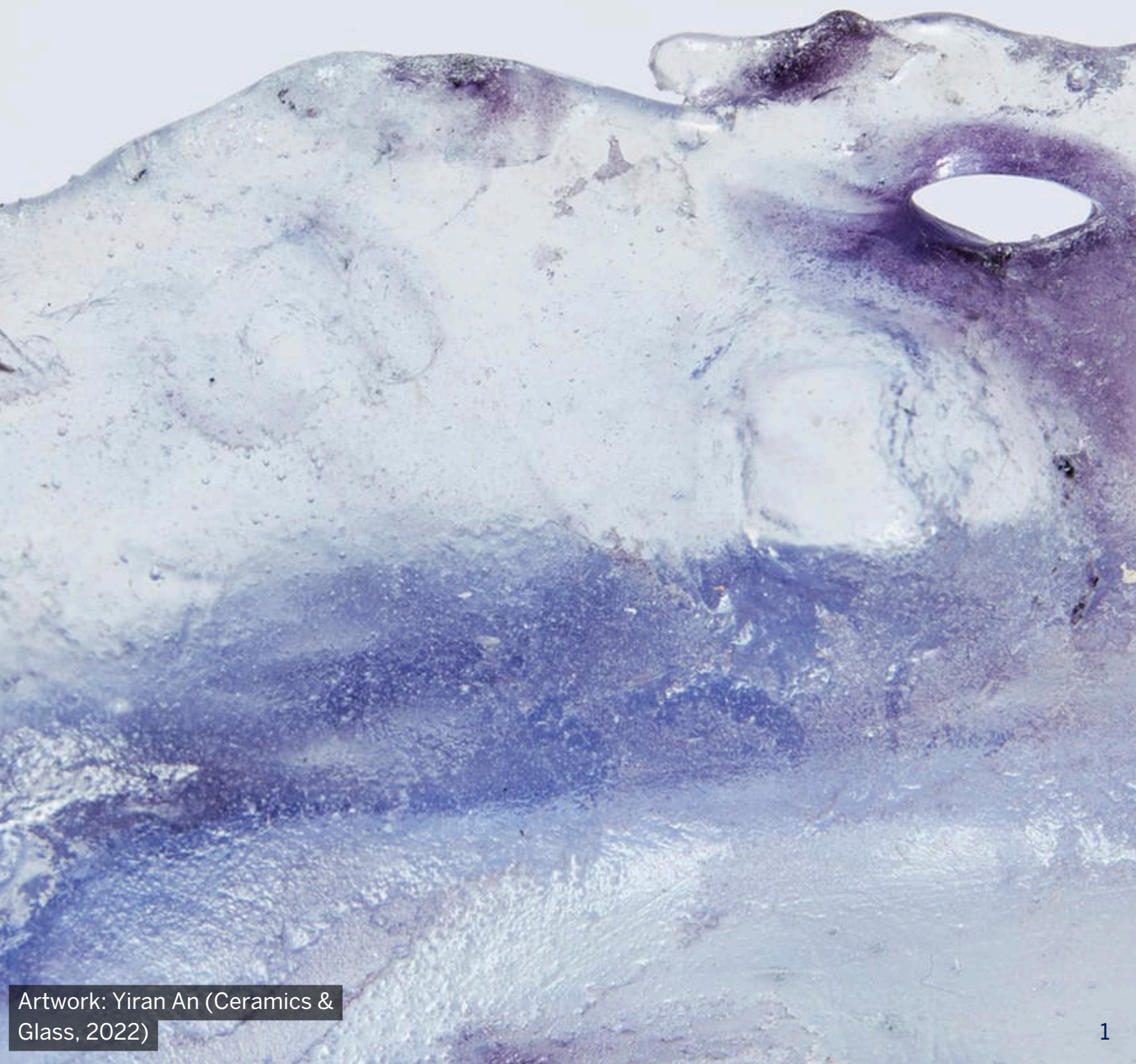


RCA

Associate Lecturer – College-wide July 2024



Artwork: Yiran An (Ceramics & Glass, 2022)

CONTENTS



Photo: Richard Haughton

3	<u>About RCA</u>
4	<u>Our Strategy</u>
5	<u>Our People</u>
6	<u>Our Values</u>
7	<u>About the Role</u>
10	<u>Person Specification</u>
11	<u>Pay and Benefits</u>

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 nine consecutive years, according to the QS World University Rankings by Subject 2023 – 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 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.

More than 2,700 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, 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 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 Architecture



Photo: Richard Houghton

The School of Architecture is led by Dr Adrian Lahoud and provides a stimulating and vibrant cultural context for study in one of the world's leading cities for design and the creative industries. The distinctive College environment offers students the opportunity to realise live projects and to work alongside designers and fine artists in an intensive, postgraduate-only environment. Students are encouraged to extend their material, conceptual and technical skills – expanding the potential of their practice while forming a rich set of networks and creative partnerships able to sustain their future careers.

The design studio provides a critical platform for shaping distinctive forms of practice upon graduation. The project-based pedagogy is supported by historical, theoretical and technical seminars where students are introduced to a wide range of design research methods and approaches. Within each programme, opportunities for external engagement, interdisciplinary collaboration and fieldwork are provided in line with the pedagogical ambitions of students and staff.

Associate Lecturer – College-wide



Photo: Richard Haughton

Purpose of the post:

The Associate Lecturer will be responsible for contributing to high-quality teaching and tuition to complement and enhance core teaching delivery of the College-wide Unit: AcrossRCA.

Applicants should demonstrate knowledge and experience of current approaches to interdisciplinary group and collaborative working, and online and blended delivery.

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.

We are seeking people to join existing Architectural Design Studios (ADS) and new studios. We are happy to receive proposed briefs. Studios typically teach in teams of 2-3 people, all applicants must apply as individuals but please identify if you have a partner you are applying with or if you wish to be partnered.

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:

Main Duties and Responsibilities:

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 group 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 mitigate ethical risk.
- To engage in curriculum design, review and revision activities at the level of unit and theme.
- To facilitate two tutor groups (16 students per group), including the following sessions:
 - Prepare content and deliver 3x group seminars (tutor-led content).
 - Prepare content and deliver 5x core skills seminars (focused on academic skills, prompts will be available to tutors to support these sessions).
 - Deliver 3x group tutorials per tutor group (student-led content).
 - Facilitate 1x formative assessment presentation and peer feedback session.
 - Conduct one tutorial per team.
 - Facilitate 2x summative assessment presentation and peer feedback sessions with another AcrossRCA tutor.
- To support students in the process of peer assessment.

Main Duties and Responsibilities:

- To assess student outcomes in alignment with learning outcomes and assessment criteria.
- To participate in the assessment and feedback of student work.

Note:

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

Academic delivery, administration & citizenship:

- Attends (as appropriate to their fraction) some development and planning events as part of Academic delivery, administration & citizenship.
- Participate in events held away from campus in line with unit 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.

Person Specification

Essential characteristics of the postholder:

- Demonstrated experience of teaching at Masters or equivalent level in fields related to the disciplines taught at the RCA.
- 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 characteristics of the postholder:

- 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.
- A post-graduate award in a related discipline
- Commitment to continuous professional development.
- Experience of the industry context relevant to the recruiting programme.



Photo: Richard Haughton

Pay & Benefits

Additional Information:

- Salary working 5 days per week: £47,682-£51,678 per annum pro rata inclusive of London Allowance.
- 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 successful candidate will be required to work at Kensington Campus as well as across the RCA's other London sites (White City and Battersea) as necessary and reasonably requested.
- Grade: 8

Post: Associate Lecturer

School: School of Architecture

Programme: College-wide

Grade: 8, 0.08 FTE

Tenure: Fixed Term until 31/8/25 (MATERNITY COVER)

Responsible to: Associate Dean (Education)



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 six weeks' paternity leave entitlement at full pay.

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.