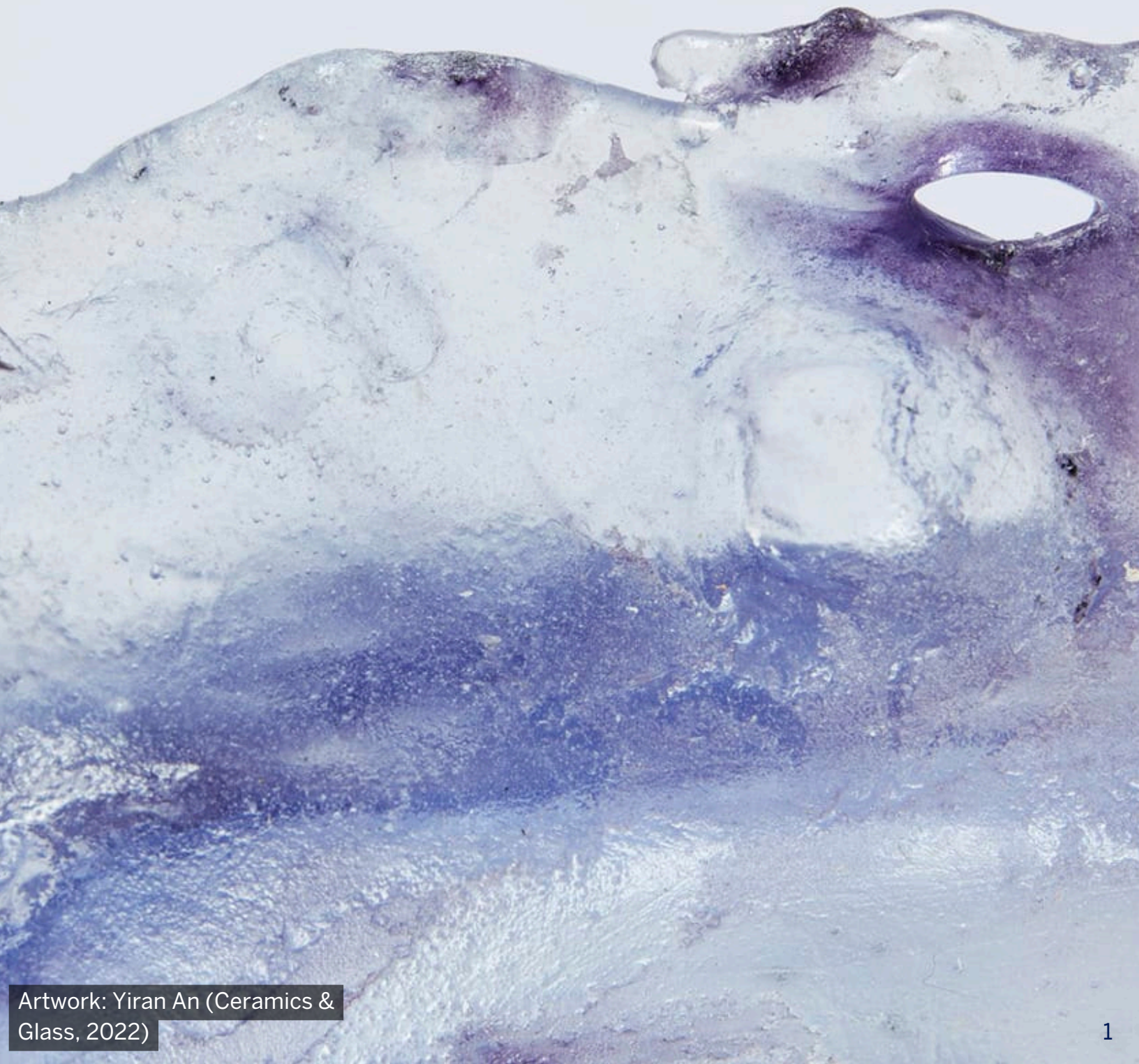


# RCA

# Tutor (research)- Visual Communication September 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 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 Communication



Photo: Richard Haughton

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.

# Visual Communication



Photo: Richard Haughton

Visual Communication at the Royal College of Art is committed to a practical and discursive approach to making. We see communication as a conversation to form bridges, connect people and exchange ideas. We are a community of critical thinkers and makers leading the way in social, cultural, and political practices. We have a long history of collaborative and cooperative working methods centred on compassion, listening, respecting and (un)learning. We encourage our students to question the status quo, explore multiple viewpoints and embrace complexity. Our purpose is to work together across different fields to bring about transformative movements that invite activism and change.



# Tutor (research)



Photo: Richard Haughton

## Purpose of the post:

The main purpose of the post is to contribute to delivery of the Visual Communication, leading a tutor group and delivering tutorials lectures, seminars, and workshops, and contributing to assessment activities.

The postholder will also support planning and ongoing enhancement of the programme through contribution to programme-based and school-based discussion and development activities. The post includes some responsibility for research, and there is an expectation that the post holder will undertake research and to contribute to the school's research culture.

## Main Duties and Responsibilities:

### Learning & teaching

- Provide academic, pastoral and technical (as appropriate) tutorial support to students, including regular one to one meetings as agreed
- 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, including through participation in the assessment board as required, ensuring a rigorous and fair assessment of the work
- If directed by the head of programme, lead a designated high quality project, ensuring delivery on time and on budget
- Contribute to, deliver and where appropriate lead on cross-college, cross-school and cross-disciplinary teaching and research activities as appropriate
- Keep abreast of innovation and best practice in learning and teaching in own subject
- Continually update own knowledge and understanding in academic specialism
- Supervise research students (MPhil or PhD as appropriate)
- Contribute to teaching, delivering high quality teaching content that meets the needs of individual students
- Actively engage in broader educational issues, such as external examining and attending conferences
- Contribute to curriculum design and supporting material to help ensure high quality academic content and innovation in learning and teaching, and assessment



## Main Duties and Responsibilities:

### Research

- Disseminate research findings through appropriate channels, and in line with the College's overall strategy
- Complete and keep up to date five year individual research plan, reviewed and updated annually
- Develop and follow research interests in line with the strategic direction of the College and school, in consultation with the head of programme and the dean
  - Determine relevant research objectives and prepare proposals tailored to the appropriate audiences
  - 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
- Conduct and lead individual research projects, building a programme of research which contributes to the overall standing and reputation of the College and contribute to school research funding targets

### 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 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

### Knowledge transfer & executive education

- Contribute towards proposals for funding and manage any individual grants awarded to ensure delivery of objectives
- Seek to develop links with industry in area of specialism to promote the College and its students

# Person Specification

## Essential characteristics of the postholder:

- First degree in a relevant specialism of Visual Communication.
- Expertise and authority in field specialism: Critical understanding of key debates and practices in the subject area and expanded fields.
- Commitment to teaching excellence: Engaged in pedagogic inquiry and teaching development in Visual Communication with the specific focus of fostering a positive learning environment for students.
- Evidence of professional practice, research, knowledge exchange, and/or teaching that contributes to the advancement of relevant activity and is relevant to the goals of the Programme, College and University.
- 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 master's and doctoral level.
- Experience of devising and teaching courses, and setting and assessing written work at undergraduate or postgraduate degree level

## Desirable characteristics of the postholder:

- A doctorate in a relevant field or evidence of appropriate professional practice or academic achievement.
- If supervising research students, have completed research supervision training or willingness to undertake and complete appropriate training within two years of appointment.
- A postgraduate certificate (PGCert) in higher education and/or accredited fellow of the Higher Education Academy, or willingness to undertake appropriate training to achieve such within two years of appointment.
- Evidence of, or clear potential to produce, research outputs of at least 3\* REF quality in line with the strategic direction of the College.



Photo: Richard Haughton



# Pay & Benefits

## Additional Information:

- Salary working 5 days per week: from £53,954 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 White City Campus as well as across the RCA's other London sites (Kensington and Battersea) as necessary and reasonably requested.
- Grade: 9

Post: Tutor (research)

School: School of Communication

Programme: Visual Communication

Grade: 9

Responsible to: Head of Programme

FTE: 0.6

Tenure: Permanent

Responsible to: Head of Programme



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.