EXECUTIVE SUMMARY

The Royal College of Art is the world's leading university of art and design, placing at Number One in the 2017, 2016 and 2015 QS World University Rankings. Specialising in teaching and research, the RCA offers the degrees of MA, MRes, MPhil and PhD across the disciplines of applied art, fine art, design, communications and humanities. There are over 1,800 Master's and doctoral students and more than 1,000 professionals interacting with them – including scholars, art and design practitioners, along with specialists, advisers and distinguished visitors.

The REF 2014 results cemented the RCA's position as the UK's leading university of art and design, with its research gaining more 4* ratings than any of its specialist competitors. Crucially the College is ranked as the most research-intensive art and design research environment to be found in the UK.

The College will also be opening its new creative hub which will be in White City, at the regenerated BBC headquarters in the Autumn of 2017. It will be the new home of the School of Communication and all Humanities programmes. In this environment, they will develop a purposeful concentration of postgraduate enquiry, ensuring also that close links with the Schools of Architecture, Design and Arts & Humanities in Kensington and Battersea are maintained, as well as with the RCA's existing partner institutions.

In a rapidly changing world of technological and behavioural shifts, the School of Communication, with its core disciplines of Animation, Information Experience Design and Visual Communication, has been thrown into the centre of an exciting vortex of new possibilities and challenges. Our response has been multi-fold, ranging from the introduction of new staff, to establishing greater cross-disciplinary collaboration and shared expertise between our programmes and with other areas of the College and beyond.

The Senior Tutor, Research Degrees will provide academic leadership for research degree study and supervision across the School, ensuring the achievement of the School's strategic and operational plans for research degrees, and contributing to the overall growth of the School's research student community. Working with the Dean, Associate Dean, Senior Tutor (Research Lead), the School's Heads of Programme and the College's Head of Research Programmes, the person appointed to the role will be responsible for contributing to the intellectual life of the School's research degree community and for coordinating and contributing to high-quality research degree study, supervision and training across the School.

Applicants should have a doctorate in a relevant specialist field, or evidence of appropriate professional practice or academic achievement and significant contribution as an effective supervisor of postgraduate research students and, through supervision, significant contribution to the advancement of the subject. A recognised international profile in communication design research and extensive knowledge of art and design practice, with a strong interdisciplinary focus, is essential.

ORGANISATION

The Royal College of Art is the world's leading university of art and design, placing at Number One in the 2017, 2016 and 2015 QS World University Rankings. Specialising in teaching and research, the RCA offers the degrees of MA, MPhil, MRes and PhD across the disciplines of applied art, fine art, design, communications and humanities. There are over 1,800 Master's and doctoral students and more than 1,000 professionals interacting with them – including scholars, art and design practitioners, along with specialists, advisers and distinguished visitors.

The College has an august history in art and design education, numerous eminent graduates and an outstanding record of graduate employment. The Higher Education Funding Council for England (HEFCE) recognises the small, specialist institution status of the College through its 'exceptional funding' stream. Truly a leader in its field, its excellence in teaching and research has been consistently recognised as being of the highest standing.

The REF 2014 results cemented the RCA's position as the UK's leading university of art and design, with its research gaining more 4* ratings than any of its specialist competitors. Crucially the College is ranked as the most research-intensive art and design research environment to be found in the UK.

The College has three sites; its Kensington campus houses the Schools of Architecture and Design as well as the Rectorate and administration offices; it's Battersea campus houses the following School of Arts & Humanities programmes: Contemporary Art Practice, Painting, Photography, Printmaking, Sculpture, Ceramics & Glass and Jewellery & Metal, as well as InnovationRCA, the Helen Hamlyn Centre, the Moving Image Studio, the Dyson Building and Clore Innovation Centre, and the Sackler fine arts facilities. The RCA is expanding the Battersea campus with the construction of a new £100 million building dedicated to study and research in design.

The College opens its new creative hub in White City, at the regenerated BBC headquarters in the autumn 2017. It will be the home of the School of Communication and all Humanities programmes. In this environment, they will develop a purposeful concentration of postgraduate enquiry, ensuring also that close links with the Schools of Architecture, Design and Arts & Humanities in Kensington and Battersea are maintained, as well as with the RCA's existing partner institutions.

Mission

The Royal College of Art aims to achieve international standards of excellence in the postgraduate and pre- /mid-professional education of artists and designers and related practitioners. It aims to achieve these through the quality of its teaching, research and practice and through its relationship with the institutions, industries and technologies associated with the disciplines of art and design.

The College aims to achieve these standards of excellence by:

- Fostering a high level of understanding of the principles and practices of art and design;
- Encouraging individual creativity among staff and students;
- Recruiting students of proven ability and by providing pre-professional and post-experience study opportunities;
- Continuously enhancing appropriate links and collaborations with industries and professional bodies;
- Exploring the innovative applications of technologies and processes to the disciplines of art and design;

- Encouraging awareness of social and environmental developments insofar as they relate to art and design; and through co-operation and partnership with other institutions, locally, nationally and internationally.

The College is split into four Schools:

- School of Architecture;
- School of Communication;
- School of Design;
- School of Arts & Humanities.

SCHOOL OF COMMUNCIATION

The School of Communication is led by Professor Neville Brody. The School of Communication is at the heart of an accelerating vortex of global change, where the experience and understanding of media, communication, society, industry and each other continue to go through unprecedented transformation. The response to this from the School has been to restructure in a more dynamic, fluid and interconnected way. For this, they have developed a new pathway model, with all students selecting a specific pathway as designated within their programme. These new pathways provide the opportunity to enhance the cross-disciplinary design/ experimental design/extended disruption offer.

Each specialism flows from and is nurtured by the rigorous and grounded expertise, knowledge and depth to be found at the heart of the MA programme that supports it. The experienced practitioners, operating as academic staff or visiting lecturers, act as go-betweens, negotiating real-world knowledge with the necessary guidance and support for the development of new thoughts, ideas, methods or strategies.

At root level, the RCA and the School of Communication enable innovative making and thought to happen within an informed, expert and facilitated space for play, experimentation and risk, and within an environment based on contextual, critical thought. They de-programme, de-mystify, de-compute and re-form. Students explore new territories and responses, often collaboratively across the College and through external commissioned projects, evolving new views of and for the world through rigorous research, self-reflection and making.

The culture of ownership, control, belief and equality has shifted critically, and the world of communication finds itself the battleground for thought. Whether operating in an industrial, social, artistic, commercial, political or academic environment, the goal is to question and to construct anew, exploring fresh solutions, thoughts and pathways to help contribute to the building of a better future.

In a rapidly changing world of technological and behavioural shifts, the School of Communication, with its core disciplines of Animation, Information Experience Design and Visual Communication, has been thrown into the centre of an exciting vortex of new possibilities and challenges. Our response has been multiple, ranging from the introduction of new staff, to establishing greater cross-disciplinary collaboration and shared expertise between our programmes and with other areas of the College.

Research

Research is a rich, central and essential part of the School of Communication, in which both staff and students are involved. Research Degrees are grounded firmly in research theory and methods, while maintaining and encouraging a high degree of creativity and experimentation. The School welcomes research applications to contribute to the development of an innovative research environment, including practice-based (a project grounded in research) and practice-led (written thesis, drawing from practice) MPhil and PhD Degrees, which are joined by our new offering, MRes (Communication Design).

There is a vibrant research community comprised of staff and Research students whose work, both through practice and scholarly publishing, spans the full range of contemporary design and media environments. Research-active staff also contribute to media and contextual practices through

publication, exhibition and curation of their own work and that of their peers and colleagues nationally and internationally

For further details of current research projects in the School of Communication, please click here.

Location

From 2017, the School of Communication will be located in the RCA's White City hub, in London's newest research and creative quarter. The mixed-discipline studios and subject-specific labs encourage specialism-strong, cross-disciplinary thought, awareness and action. Studio work space is provided for each student in mixed-discipline studios. In addition, students have the opportunity to access craft and technical workshop areas, and excellent technical support within the College, including well-equipped computer studios for print and digital moving-image production, sound editing, a letterpress and book-binding workshop and spaces for installation work.
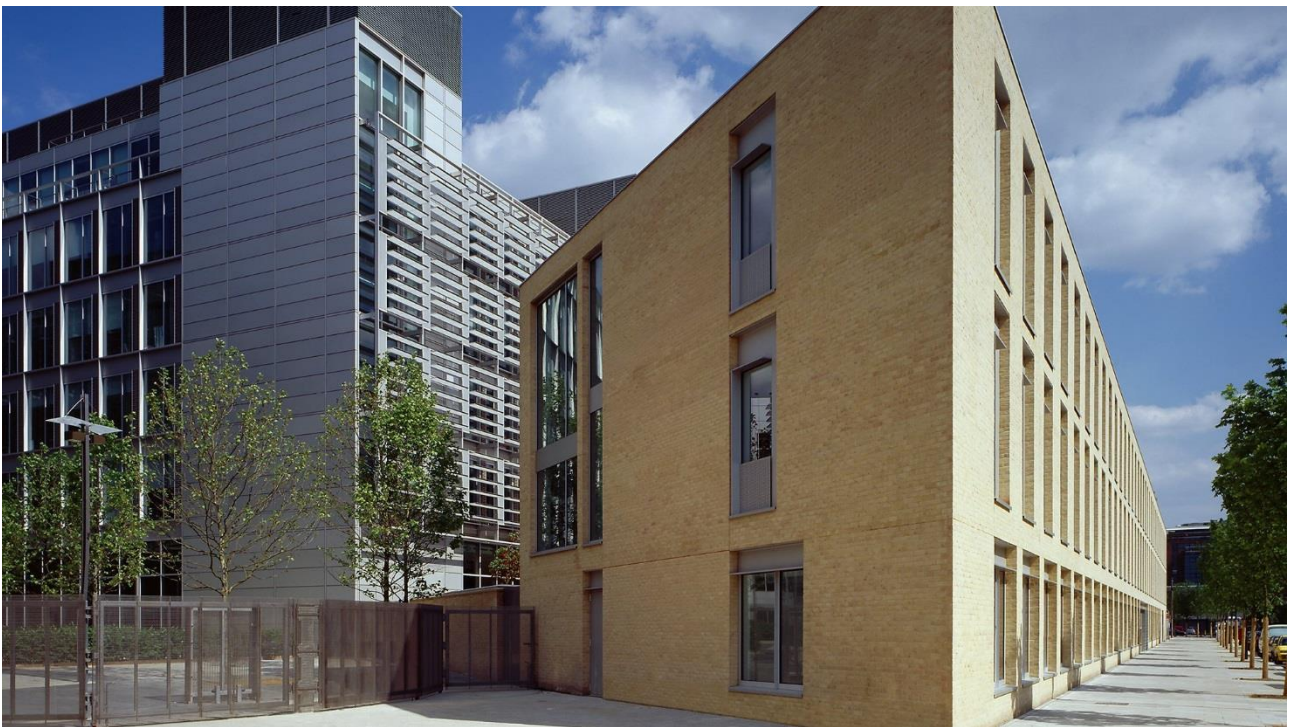
ROLE DESCRIPTION

Reporting into the Associate Dean of the School, the Senior Tutor will provide academic leadership for research degree study and supervision across the School, ensuring the achievement of the School's strategic and operational plans for research degrees, and contributing to the overall growth of the School's research student community. Working with senior academic staff across the School of Communication and the College's Head of Research Programmes, the person appointed to the role will be responsible for contributing to the intellectual life of the School's research degree community and for coordinating and contributing to high-quality research degree study, supervision and training across the School.

The postholder will oversee the development of research degree study, supervision, research seminars and events, and student and supervisor training in the School. They will ensure effective communications across the School's research student community and with external partners, maintain the College's academic standards for research degree study and supervision, and develop and lead new initiatives to enhance the School's research. The postholder will maintain an international research profile, initiate, plan, lead and deliver externally funded research and knowledge exchange initiatives, and undertake research degree supervision and examination in one or more of the School's areas of expertise.

Applicants should have an acknowledged international standing in communication design research together with significant and relevant teaching experience in Higher Education. A postgraduate qualification, a PhD in a relevant discipline or equivalent research experience, and qualifications or experience in research degree supervision are essential. Enthusiasm and an ability to work collaboratively with a small staff team are also essential.

Main Duties and Responsibilities

Learning and Teaching

<u>Role Specific Components</u>

- Provide academic and intellectual leadership for the School's research degree programmes, ensuring a high-quality research student experience and innovation in research degree provision, supervision, training and assessment;
- Lead the coordination of the School's 'Methods of Intent' research seminar series and contribute to its overall design and content;
- Supervise research students (MPhil or PhD as appropriate) and contribute to MRes supervision;
- Provide academic, pastoral and technical (as appropriate) tutorial support to research students, including regular one to one meetings;
- Provide regular feedback to research students to help them develop their skills and improve the quality of their work;
- Participate in the assessment of research student work, including through participation in assessment boards as required, ensuring a rigorous and fair assessment of student work;
- Contribute to research training delivery, leading on allocated areas and delivering high quality training content that meets the needs of individual students;
- Contribute to, deliver and where appropriate lead on cross-College, cross-School and cross-disciplinary research degree training and research activities as appropriate;
- Contribute to the development and enhancement of research degrees within the School, ensuring high quality academic content and innovation in research training, supervision and assessment;

<u>Core Role Components</u>

- If directed by the Dean, lead a designated high quality project, ensuring delivery on time and on budget;
- Keep abreast of innovation and best practice in learning and teaching in own subject;
- Continually update own knowledge and understanding in academic specialism;
- Chair the relevant assessment boards as permitted under college regulations;
- Explore and exploit possibilities for collaboration with programmes in and beyond the School;
- Coordinate visiting lecturers, setting clear expectations, monitoring performance, and providing feedback as required;
- Brief external contributors to programmes, such as guest lecturers or speakers from industry, ensuring support and guidance as appropriate to the programme.

Research

- Lead a research group, if appropriate, managing successful delivery of research objectives, and ensuring effective collaboration high quality outputs;
- Determine relevant research objectives and prepare proposals tailored to the appropriate audiences;
- Conduct and lead 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;
- Consistently produce research outputs of at least 3* REF quality to enable submission to the REF;
- Disseminate personal research findings through appropriate channels, and in line with the College's overall strategy;
- Complete and keep up to date a five-year individual research plan, reviewed and updated annually;
- Provide research mentoring to tutors or others as appropriate, supporting and advising on research projects to help ensure optimal outcomes;
- Explore and exploit possibilities for research collaboration with colleagues in and beyond the School;
- Develop and follow research interests in line with the strategic direction of the College and School, in consultation with the Dean and Senior Research Tutor;
- Ensure that research makes a significant contribution to the overall standing of the School;
- Develop and submit funding bids making a significant contribution to securing research funding in line with School targets.

Academic Management, Administration and Citizenship

Role Specific Components

- Oversee the planning, development and delivery of high quality research degree study and supervision across the School;
- Oversee the development of effective research training for the School's research students and supervisors, and contribute to its delivery;
- Ensure the College's academic standards for research degree study and supervision within the School are upheld;
- Ensure the effective marketing of the School's research degrees provision;
- Participate in research student recruitment, including assessing student ability and potential to inform recruitment decisions;
- Promote the College to potential research students, through speaking engagements, attendance at promotional events, or other relevant activities;
- Lead field trips in line with programme requirements, supporting research student learning and helping to ensure research and pedagogic value from such trips.

Core Role Components

- 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.
- Lead on annual Research Degrees programme monitoring, ensuring quality and identifying areas for improvement;
- Support the development of tutors and visiting lecturers through mentoring, advice and feedback;
- Manage projects to ensure high quality delivery on time to budget;
- Contribute to the College's strategic plan.

Knowledge Transfer and 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

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities and experience:

Essential:

- A postgraduate qualification in a relevant subject and a doctorate in a relevant discipline or evidence of appropriate professional practice or academic achievement;
- A recognised international profile in a relevant specialist field;
- Extensive knowledge of communication design research in an international context and across a breadth of relevant subject areas and contexts;
- Significant contribution as an effective supervisor of postgraduate research students and, through supervision, significant contribution to the advancement of the subject;
- Experience of leading or coordinating research degree study and supervisor training and mentoring in a relevant area;
- Experience of devising and running research training programmes, and setting and assessing written work at research degree level;
- Experience of supervising MPhil and PhD students and the completion of appropriate research supervision training;
- Proven record of producing research outputs of at least 3* REF quality;
- Evidence of the ability to act as a principal investigator or a co-investigator;
- Experience of leading or contributing to research grant applications and obtaining funding for research and knowledge exchange;
- Experience of leading or contributing to collaborative research and knowledge exchange initiatives.

Desirable:

- 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;
- Commitment to equality of opportunity and the ability to work harmoniously with colleagues and research students of all cultures and backgrounds;
- Commitment to high quality research degree supervision and fostering a positive learning environment for research students;
- Commitment to continuous professional development.

APPOINTMENT DETAILS AND HOW TO APPLY

Details of the appointment include:

Reports to:	Associate Dean, School of Communication, Professor Teal Triggs;
Salary:	£52,356 - £58,582 per annum inclusive of London Allowance;
Hours:	Normal hours will total 35 per week over 5 days, 9.30am to 5.30pm with an hour each day for lunch;
Holiday:	30 days annual leave plus extended breaks at Christmas and Easter;
Benefits:	A contributory defined pension scheme and interest free season ticket loan are available.

The Royal College of Art is being assisted in this appointment process by the executive search firm Society.

Applications should consist of a CV, ideally accompanied by a brief covering letter addressing the criteria in the Person Specification. These documents can be uploaded via Society's website: www.society-search.com.

The deadline for receipt of applications is midday (BST) on Monday 11th September 2017.

Shortlisted candidates will be invited to interview in late September 2017.

An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a salary that is commensurate with their experience and the seniority of their new role.

APPENDIX I – PAY AND 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 16% of your salary while you pay 6%.

Holiday

6 weeks' (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 either side of Easter and the remainder between Christmas and New Year.

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 their household members 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.

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.

Childcare Vouchers

The Royal College of Art enables staff to purchase childcare vouchers, through its partner Edenred, as a salary sacrifice scheme.

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.

Professorships and readerships

The College awards professorships or readership to academic staff based on published criteria through an annual application process. Any award is subject to successful completion of probationary period, which is normally one year from first appointment.

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.