



# Royal College of Art

Postgraduate Art & Design

## ROLE PROFILE

**Post:** Senior Tutor (Research) Visual Communication

**School:** Communication

**Programme:** Visual Communication

**Grade:** 10

**FTE:** 0.6

**Responsible to:** Head of Programme

The Royal College of Art is the only entirely postgraduate institution of university status devoted to research and knowledge exchange, teaching and practice in art, design, communication and humanities. Its international reputation for excellence in teaching, practice and research has been recognised for three successive years by the highly-regarded QS World Ranking survey, with the College as the world's number one art and design university in 2015, 2016 and 2017. In 2017 – 2018 the College will have some 2,100 students registered for MA, MRes, MPhil and PhD degrees and over 400 full and part-time academic, technical and administrative staff.

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.

### Purpose of the post

The Visual Communication programme takes an expanded and interdisciplinary approach to the traditional subjects of graphic design and illustration with the aim of transforming communication practice. The three pathways — Experimental Communication, Graphic Design, and Illustration — are foregrounded in critical thinking and making whilst radically examining the place, importance and potential of visual communication in relation to culture and society. The programme provides a fluid, exploratory and open-minded working environment for those wishing to locate innovative and unconventional communication practices within the context of both real and speculative situations. Noted strengths of the programme as viewed by graduates, students, commentators and critics are its interdisciplinary nature, quality of advanced and specialist practice, exposure to alternative modes of practice, opportunities for collaboration, cross-subject studio culture, peer-learning and the opportunity to experiment while supported by access to College technical resources.

The purpose of this role will be to provide academic leadership for contemporary interactive media (digital and tangible) within the Visual Communication programme



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whilst also contributing to the life and culture of the programme in terms of research and teaching delivery. Fundamental to this post is an understanding of critical perspectives in digital communication practice and how culture and society can be transformed by digitality. The Senior Tutor will provide a critical and practical approach to interactive media and technology within an interdisciplinary environment. Working with the Head of Programme, the person appointed to the role will be responsible for coordinating and contributing to high-quality research, supervision, teaching and the academic vision and management of the programme.

The programme is underpinned by a committed staff of active practitioners and researchers and is run by a highly experienced and skilled academic team, supported by visiting tutors of a very high calibre, and an outstanding team of technical experts.

The Senior Tutor will ensure effective communications with staff, students and external partners, maintain the pathway's academic standards and quality of teaching and supervision, develop and lead new initiatives to enhance the pathway and forge successful creative and academic links with other pathways and programmes within the College.

The Senior Tutor will be informed about current issues and developments in higher education, and will be up to date with contemporary digital practices and research nationally and internationally, ensuring that the programme is constantly informed by changes in visual communication practice, education, and the wider socio-political environment, and that it leads academic innovation in these areas.

The Senior Tutor, with the Head of Programme will also oversee the development of the programme's research profile in the form of funded research, research degree supervision, the development of research initiatives and projects. The Senior Tutor 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. Finally, alongside colleagues in the programme they will support in organising a structure of publications, symposia, exhibitions, and other forms of realisation and dissemination for the pathway's projects.

Applicants should have an acknowledged international standing in the subject area together with significant teaching experience in Higher Education, preferably at postgraduate level. A postgraduate qualification and either a PhD in a relevant discipline, experience and/or qualifications in research degree supervision are essential. Enthusiasm and an ability to work collaboratively with a small staff team are also essential.

## Learning & teaching

- Provide programme-specific academic leadership, ensuring high quality academic content and innovation in learning, teaching and assessment.
- Provide regular feedback to students to help them develop their skills and improve the quality of their work.
- Contribute to the taught element of the programme through electives, projects, workshops and seminars.



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- Provide academic, pastoral and technical (as appropriate) tutorial support to students, including regular one to one meetings as agreed.
- 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.
- Supervise research students (MPhil or PhD as appropriate)
- Explore and exploit possibilities for collaboration in and beyond the school.
- Keep abreast of innovation and best practice in learning and teaching in visual communication in relation to contemporary interactive media, technology and environments.
- Continually update own knowledge and understanding in academic specialism.
- 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.
- 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.

### 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 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 the 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 Head of Programme and the Dean.
- 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.



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## **Academic management, administration & citizenship**

- Be responsible for the development and day-to-day management of the programme's approach to digital and interactive media, contributing to curriculum design and overseeing the programme's Illustration and Graphics Labs.
- Coordinate visiting lecturers, setting clear expectations, monitoring performance, and providing feedback as required.
- Chair the relevant assessment boards as permitted under college regulations.
- Contribute to the administration and development of resources, particularly during Work in Progress and Final Shows.
- Brief external contributors to programmes, such as guest lecturers or speakers from industry, ensuring support and guidance as appropriate to the programme.
- 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.
- 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 visiting lecturers through mentoring, advice and feedback.
- Contribute to the College's strategic plan.
- Actively engage in broader educational issues, such as external examining and attending conferences.
- Manage projects to ensure high quality delivery on time to budget.
- 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.

## **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.

## **Skills, knowledge and experience**

### **Essential**

- A postgraduate qualification in a relevant subject and either a doctorate in a relevant discipline or evidence of appropriate professional practice or academic achievement.
- A recognised international profile in relevant specialist field.



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- Extensive knowledge of contemporary visual communication practice in an international context, evidencing an intellectual and practical understanding of the scope and technologies of digital interaction in the communication context.
- Evidence of significant contribution to the advancement of the subject.
- Experience of devising and teaching courses, and setting and assessing written work at postgraduate degree level.
- Experience of supervising MPhil and PhD students
- Qualifications in research degree supervision or evidence of appropriate research supervision training.
- Proven record of producing research outputs of at least 3\* REF quality in line with the strategic direction of the College.
- Enthusiasm and an ability to work collaboratively with colleagues within the programme and School.

### Desirable

- A postgraduate certificate (PGCert) in higher education and/or accredited fellow of the Higher Education Academy.
- Commitment to equality of opportunity and the ability to work harmoniously with colleagues and students of all cultures and backgrounds.
- Commitment to continuous professional development.
- Commitment to high quality teaching and fostering a positive learning environment for students.
- Evidence of the ability to act as principal investigator or co-investigator.
- Experience of leading or contributing to research grant applications and obtaining funding for research and knowledge exchange.

### Additional information

- Salary working 3 days per week: £31,921 - £35,720 pro rata per annum inclusive of London Allowance.
- Normal hours will total 21 per week over 3 full days, 9.30am to 5.30pm with an hour each day for lunch.
- 18 days annual leave plus extended breaks at Christmas and Easter.
- A contributory defined benefit pension scheme and interest free season ticket loan are available
- The appointment is permanent subject to a two-year probationary period.
- The College requires newly appointment academic staff who are not in possession of a recognised qualification in learning and teaching in higher education to obtain an appropriate qualification in learning and teaching or research degree supervision within 2 years of appointment.
- 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 White City campus, and across the RCA's other London sites (Kensington and Battersea) as necessary and reasonably requested.

**October 2017**



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## **PAY & 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. 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.

### **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.



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## **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.