

HEAD OF PROGRAMME: ANIMATION

Appointment Details





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THE ROYAL COLLEGE OF ART





BACKGROUND

The Royal College of Art is the only entirely postgraduate institution of university status dedicated to research and knowledge exchange, teaching and practice in architecture, art, design, communication and humanities.

2017 marks the 180th anniversary of its foundation as the Government School of Design, and the 50th anniversary of its Royal Charter. Its continued pre-eminence in teaching and research is reflected in the College's ranking as the world's number one art and design university for three successive years by the highly regarded QS World Ranking survey,

The Royal Charter specifies that the College's purpose is "to advance learning, knowledge and professional competence particularly in the field of the fine arts... through teaching, research and collaboration with industry and commerce". Fifty years on, the College remains in the vanguard of creative enquiry, with around 2,000 students from 65 countries registered for MA, MRes, MPhil and PhD degrees. Applications are strong, and the College's strategy sets out an ambitious plan both to increase student places to 3,000 by 2020 and to launch new programmes underpinned by its world-class research.

Alongside this commitment to the role of the individual artist and maker, its strategic plan positions the College at the forefront of the STEAM agenda, placing critical value on the catalysing power of the creative arts ('A') within science, technology, engineering and mathematics (STEM). The College is developing inter-disciplinary teaching programmes and new research centres that address major societal challenges, including: cities and mass migration; mobility; healthcare and wellbeing; and ageing populations.

The College is perhaps uniquely placed to address this STEAM agenda, given its longstanding relationships with engineers and scientists at other leading universities; such as the award-winning Helen Hamlyn Centre for inclusive design research, and the HELIX Centre, which see designers from the College working alongside clinicians from Imperial College to address real healthcare problems in the NHS.



The College is located on three sites in central London, in Kensington, Battersea and White City. In 2016 the Chancellor of the Exchequer announced an unprecedented £54 million grant to support a major expansion at Battersea to create a flagship innovation campus, housing new research centres, knowledge exchange labs and additional space for the College's highly successful business incubator, InnovationRCA. Subject to planning consent, work on the new building is due to start in early 2018 and complete in late 2020.

The College has 400 full- and part-time staff, including internationally renowned artists, designers and practitioners. These staff, together with customised forms of teaching and learning, dedicated technical facilities and research centres, all contribute to create an exceptional creative and intellectual environment and a remarkable record of graduate employment. Numerous eminent graduates have created far-reaching impact and influence, and the College boasts such noteworthy alumni as Sir James Dyson, Thomas Heatherwick, David Hockney, Tracy Emin, Christopher Bailey, Julien McDonald, Alison Jackson, Idris Khan, David Adjaye, Suzie Templeton and Sir Ridley Scott.

VISION FOR THE SCHOOL OF COMMUNICATION

The School of Communication offers four MA programmes that engage with communication design on multiple levels: Animation, Digital Direction, Information Experience Design and Visual Communication. All have a strong culture of innovation, experimentation and debate, and are focused on developing and challenging practice within an environment that intentionally encourages interdisciplinary collaboration and thinking, developing transferable skills and responses. Based on a clear model that scales consolidated delivery with specialist study, the School is ideally placed to take on projects which innovate and extend while ensuring depth of subject expertise. Alongside this sit MRes, MPhil and PhD students, and a number of key Research and Knowledge Exchange projects, ensuring a rich research foundation and source for all curricula development and delivery.



THE ANIMATION PROGRAMME

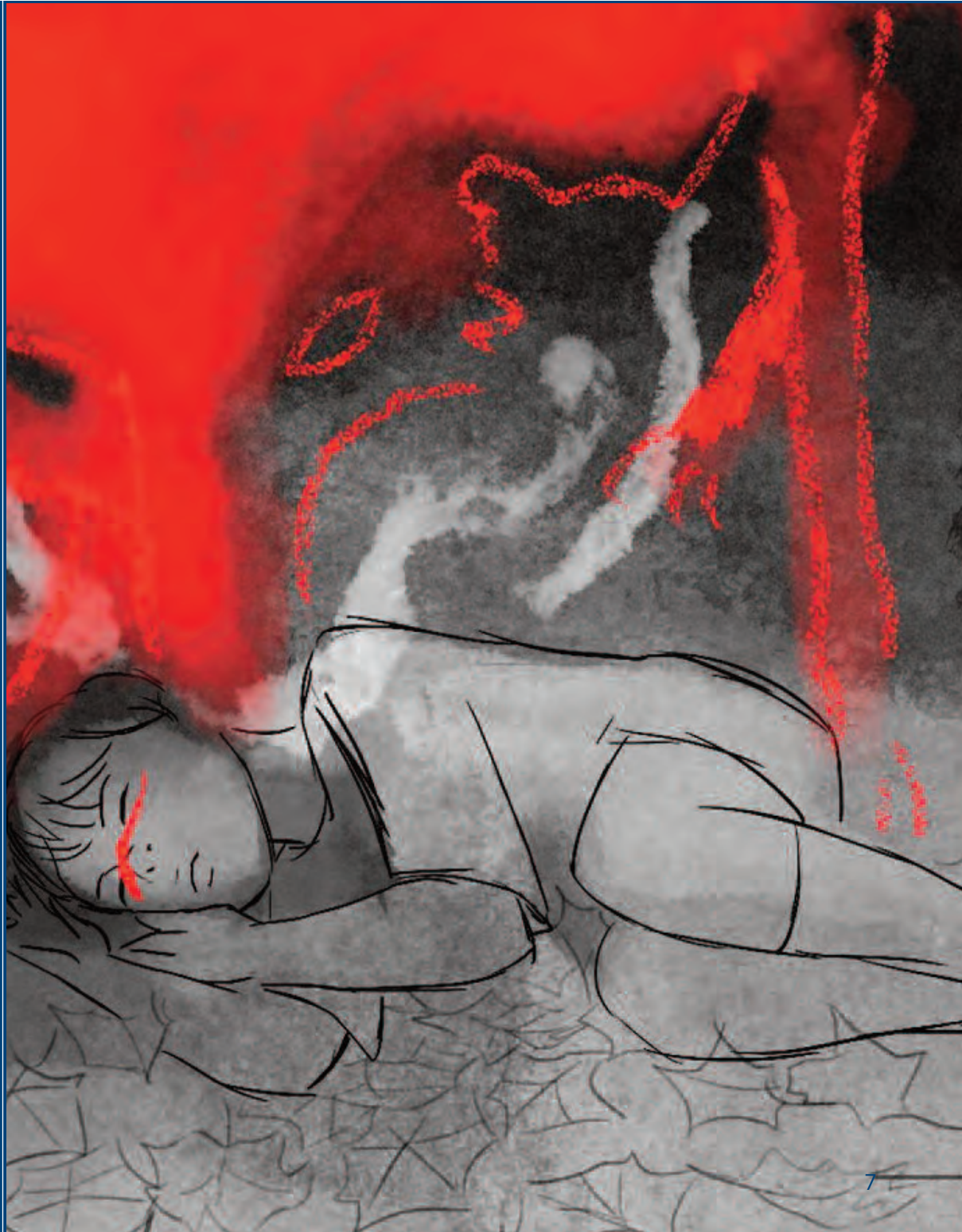
The two-year MA Animation programme is located in Garden House at the White City campus, alongside research degrees at MRes, MPhil and PhD level that range across the theoretical and practice-led, and which explore the boundaries of knowledge in the discipline and beyond. It is intended that the programme will continue to develop closer links with other programmes in the School and across the College, and will seek to expand the intellectual, technological and interdisciplinary bases for Animation practice in the 21st Century. It is the College's ambition to build on the programme's position as the UK's leading course for innovation and craft in contemporary Animation, connecting all media in research, practice, making and distribution.

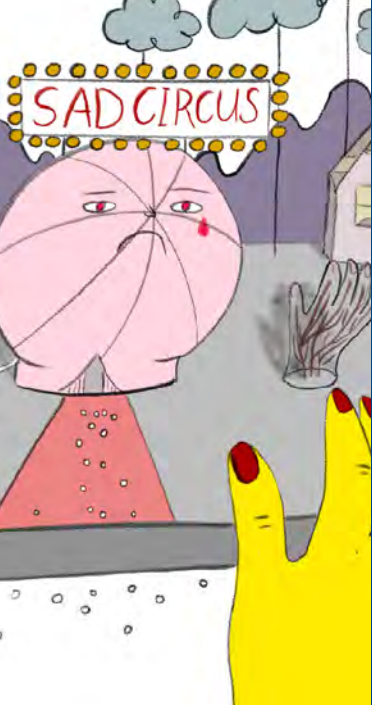
MA Animation currently delivers within the School-wide pathway system, offering three pathways: Documentary, Experimental and Narrative. The Head of Programme will help evolve the curricula increasingly to embrace new modes of production, thinking and delivery, acknowledging and engaging with recent developments in technology and its impact on cultural consumption, utilising interactive and experience-led media, together with new models of distribution.

The programme has high application rates from outstanding candidates worldwide, and it is expected that the new Head of Programme will be able to attract the highest quality applicants while contributing to planned growth in the School of Communication. The Head of Programme will also ensure that the programme is identified for its growth and success in research and knowledge exchange, both in terms of staff successes and research degrees supervisory completions, and in securing competitive external funding and executive education opportunities, within the College's strategic plan commitment of growth in research and research degrees.

The programme is underpinned by a committed staff of active practitioner-researchers involved in animation film- and video-making across analogue, digital and performance environments, and is run by a highly experienced and skilled academic team, supported by high-calibre visiting tutors, and a College-wide team of outstanding technical experts.

THE ROLE





The appointment of a new Head of Programme is a part of the College's vision to create a School of Communication of outstanding international reach, influence and reputation, focused on promoting and supporting interdisciplinary practice, research, and experimentation, and introducing new programmes that build on established and emerging research themes, encouraging dialogue and active engagement with intellectual and professional debate from other disciplines and areas of human creativity.

As a member of the School Leadership Team, the Head of Programme will take a leading role in contributing to the design of cross-School and/or cross-College academic provision as the College develops its academic framework to facilitate new academic initiatives and flexible modes of learning.

The Head of Programme will be working closely with the Dean, Associate Dean, and with senior colleagues across the School of Communication and the College, providing hands-on academic leadership and taking overall responsibility for academic quality and direction, research, teaching and learning, and management of all the resources of the programme and staff team. They will build upon the recognised status of the programme as the world-leading reference for animation, to ensure the developing academic philosophy and vision for the programme is closely aligned with the mission and strategic plan of the College and School, continuing to develop and refresh it and take on new advances and challenges.

As a member of the School Leadership Team of the School of Communication, the new Head of Programme will be expected to engage in research, individually or collaboratively, which is eligible for submission to the REF2021 and subsequent research assessment exercises at 3* or 4* levels. It is expected that the post holder will be a Principal Investigator with a successful track record in the generation and leadership of major research grants. It is also expected that the Head of Programme will have substantial experience in supervision and growth of PhDs in the field.

The appointee will stay abreast of current issues and developments in higher education and keep up to date with current animation practice nationally and internationally, ensuring that the programme is informed by changes in design practice, education, technology and the wider socio-political environment.

In addition to promoting the work of the programme both nationally and internationally, the Head of Programme will communicate and represent the interests of the programme within the School and College as a whole, and facilitate the possibilities for collaboration and further links with other Schools. They will also work across the RCA contributing to planning, management,



development and communication at institutional level through participation in College committees, and will be responsible for staffing, financial management, curriculum, and quality assurance and enhancement.

Attracting external income will be an important aspect of the role. The Head of Programme will liaise with the Development and Alumni Relations Office to ensure that contributed income from individuals, trust and foundations and public-funding sources are leveraged; they will also be required to liaise with the School's Senior Tutor overseeing RKE plus the central Research and Knowledge Exchange team in preparing bids for external funding for the programme from UK Research and Innovation (UKRI), European Union, and other public or private funding bodies, alongside the development of relevant industry KE projects.

Critical to the success of the post holder will be their role in leading recruitment in line with annual College targets. Their ability to direct the MA Programme, and MPhil/PhD research degrees, and make an individual contribution to the academic work of the programme based on personal expertise, particularly through teaching, supporting learning and supervising research, will also be important.

MAIN DUTIES AND RESPONSIBILITIES

The range and balance of responsibilities assumed by a Head of Programme (between research, teaching, management, external relations etc.) depends on a variety of factors. These include the expertise and experience of the individual, the nature of the contract, the character of the discipline, the way it is taught and the staff profile. The following list indicates core areas of responsibility in an academic programme. The Head of Programme is expected to provide leadership across this range of responsibilities (but may in practice focus particularly on some and delegate others):

Research

Contribute as a principal investigator to the development and implementation of a research strategy for the School in liaison with the Dean, the School Senior Tutor overseeing RKE, the programme staff team and the College Research and Knowledge Exchange Directorate and in line with the overall College strategy for research and knowledge exchange.

Ensure that this strategy has the potential to advance the research foci of the School and deliver credible outputs through staff, practice-based and thematic research, and externally-funded research; to ensure that the curriculum reflects advances in the discipline through research.

Be actively involved in, and proactively support staff in, competitive external



research grant applications to RCUK, charities, industry and creative arts funding bodies, as a contribution to the School of Communication's research income target.

Be research active, and eligible for submission to the REF at a minimum 3* level.

Recruitment

Ensure that the programme has an effective recruitment strategy in line with the institutional strategy, and to undertake timely and effective recruitment activities, to ensure that sufficient offers to study are made to high quality candidates at MA and MPhil/PhD level, to achieve College recruitment targets agreed annually by Senate.

Ensure an appropriate balance is achieved in recruitment of Home, EU and International students, at both MA and research degree level, in agreement with College targets.

Support the Dean in any appropriate recruitment activities that may be required, in line with the College Strategic Plan and Recruitment Strategy.

Teaching and Learning

Ensure that appropriate learning, teaching and assessment strategies, curriculum content and organisation are employed for the programme of study and are communicated effectively to students.

Propose and initiate developments which improve the effectiveness of learning, teaching and assessment and which maintain and enhance the currency of the curriculum.

Encourage innovation in content and delivery, and to support pedagogical innovation in line with developments in higher education and the College's Academic Framework.

Ensure that proposed changes in academic philosophy, direction and curriculum are articulated appropriately to all stakeholders and introduced in a timely fashion with appropriate consultation and approval by the College's Academic Standards Committee.

Staff Management

Be responsible, in consultation with the Dean (and for senior appointments, the Deputy Vice-Chancellor), for the recruitment of staff in the programme; to manage and appraise their performance annually enabling staff to become more effective in their roles through personal and professional development.

Ensure that all staff are engaged in research bidding and projects whilst continuing to build their own high quality outputs in preparation for REF2021.



Ensure staff undertake appropriate professional development to ensure currency, continuous improvement, and attainment of recognised qualifications in learning and teaching and in research supervision; to plan effectively to ensure capacity is able to meet demand in this area.

Support and, where appropriate, direct staff in the planning, conduct, delivery and public dissemination of high quality research and the tracking of impact.

Delegate responsibility for these activities where appropriate and monitor the effectiveness of such arrangements.

Resource Management

Liaise with Information, Learning and Technical Resources over workshop and IT provision, planning and maintenance, and work with the Technical Services Manager to ensure effective and efficient matching of workshop facilities to MA, MRes, MPhil/PhD, and staff research requirements.

Manage and monitor the use of facilities and the deployment of available resources to the benefit of the students, and in line with the established policy and strategy of the School Leadership Team.

Ensure that annual and other cycles of resource planning and space allocation are conducted in a timely and proactive fashion, particularly in support of student recruitment.

Where responsibility is held for a facility or resource intended for use by students from a number of programmes, to direct, manage and monitor use to the benefit of all and ensure that facilities and resources are used by staff and students in accordance with appropriate regard for health and safety, and in accordance with relevant regulations.

Student Progress and Welfare

Implement College systems for enabling, supporting and monitoring students' academic progress and personal welfare, including referring students to the College's Student Support team where appropriate.

Establish systems which ensure effective feedback from students on the quality of their learning or research experience.

Examinations

Participate in student assessments, chair Admissions and Examinations Boards and ensure that there is compliance with the College regulations for the constitution and conduct of Admissions and Examinations Boards.



Provide all results and records required by the College in a timely manner, and attend meetings as required by the College to report and discuss the outcomes of Examinations.

Quality Assurance and Enhancement

Ensure the programme's alignment with the College's systems for academic quality and standards assurance (for example in the preparation of School annual programme review documents, recommendation for appointment of External Examiners and Internal Moderators, leading preparation for, and participation in, periodic validation events).

Ensure the programme achieves minimum threshold standards of student satisfaction as set by Senate and measured by the annual student survey.

Support proactive engagement, including that of staff, with enhancement of student learning opportunities and the student experience.

Information and Documentation

Ensure the accuracy, reliability and consistency of any printed or electronically published information about the programme and its activities intended for the students, staff or public, including annual reviews, prospectus entries, staff profiles, research reports etc.

Internal Liaison and Communication

Liaise with other staff within the School and the College for the purpose of sharing good practice and promoting interdisciplinary activity for the benefit of students.

To ensure the sharing of information about the programme within the College and ensure the dissemination of information from School and College sources within the programme.

External Liaison and Collaboration

Direct and manage the programme's external relations, in partnership with key colleagues and in alignment with the College's strategies for recruitment, internationalisation, marketing, research and knowledge exchange; maintaining and developing contacts and collaboration with other institutions, public bodies, funding organisations, commerce and industry to the benefit of the programme and its students.

Ensure that appropriate systems are in place to review regularly the effectiveness of any formal collaborations with other institutions and that these are approved by the College, and to liaise with the Dean and Deputy Vice-Chancellor as appropriate.

PERSON SPECIFICATION





The RCA is seeking a recognised academic leader with an international reputation in the field of Animation supported by a portfolio of films, screenings, academic research and publications. They will be critically informed and ambitious for the work of the College in developing the Animation programme and graduates internationally, and will also understand the changing nature of higher education in an international and UK context. They will work successfully with other disciplines across the School and College, and will have the ability to provide energetic leadership and professional vision in a demanding academic environment with a combination of skills and experience acquired in both academic and professional contexts which provide the competence to fulfil the managerial, teaching and research aspects of the role.

CANDIDATE PROFILE

Essential

- a proven leader of international stature in animation and time-based media;
- an inspirational teacher dedicated to enhancing the student experience through currency of content and innovative teaching methods;
- intellectually curious, the Head of Programme: animation will seek out interdisciplinary opportunities both within the RCA and among other cultural, scientific, or educational institutions internationally;
- a leading academic or practitioner with an internationally recognised track record in research (3* minimum by REF2014 classifications);
- an expert in one field, who delights in making connections to other fields of intellectual enquiry in the sciences, arts, or humanities;
- a pragmatist who recognises that intellectual rigour and creative excellence must be underpinned by sound infrastructure, budgetary and administrative systems;
- a successful track record of securing competitive research grant income and/or industrial sponsorship and funding.

Desirable

- a higher degree, in a relevant design discipline;
- experience of academic and financial management, including budget control;
- experience of programme development and management, and quality assurance and enhancement frameworks in higher education;
- an experienced supervisor of doctoral candidates with a successful completion record;



- possession of a recognised qualification in teaching and learning (or equivalent in research degrees supervision);
- experience of research translation and value creation, either into knowledge exchange, commercial applications, or revenue generating executive education.

Location

White City, Kensington or Battersea, London. The role may also require the post holder to travel beyond the UK and, by agreement, to deliver aspects of the programme internationally and out of normal hours, e.g. weekends.

Salary

Full-time equivalent salary is competitive, upon level of appointment, from £63,000. Time to conduct research will be allocated to the person appointed within the contract and salary agreed. Such an allocation is dependent on the research profile of the applicant, the proposed research activity and the planned outcomes of the research, and proposed or actual externally funded research activity. Any allocation of time for research is subject to review.

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.

Professorships and readerships

The College awards professorships or readerships 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.

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.

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 dependant/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.

APPOINTMENT PROCESS AND HOW TO APPLY





An executive search exercise is being undertaken by Perrett Laver in parallel with the public advertisement of the post. Perrett Laver will support the selection panel in the discharge of its duties, both to assist in the assessment of candidates against the requirements for the role and to identify the widest possible field of qualified candidates.

Application is by submission of a full curriculum vitae and a covering letter of application, addressing the job description and person specification and including suitable daytime and evening telephone contact details.

The deadline for this application is 5pm (BST) on Wednesday 13 November.

The selection panel will agree a shortlist in late December. First round interviews will take place on Tuesday 9 January 2018 after which a smaller number of candidates will be invited to second round interviews on Wednesday 24 January 2018.

The final appointment is subject to satisfactory references.

