Royal College of Art

Postgraduate Art & Design

Senior Tutor, Visual Communication (0.6 FTE)

Candidate Pack

November 2017

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Candidate Pack – Thursday, 16 November 2017

Executive Summary

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, Digital Direction, 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. The Visual Communication programme takes an expanded and interdisciplinary approach to the traditional subjects of graphic design and illustration with the aim of transforming existing communication practice.

The Senior Tutor Visual Communication will provide academic leadership for contemporary interactive media (digital and tangible) within the Visual Communication programme 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 both visual and 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.

Applicants should have a recognised international profile in the relevant specialist field together with evidence of significant contribution to the advancement of the subject.

A postgraduate qualification in a relevant subject and either a PhD in a relevant discipline, experience or evidence of appropriate professional practice or academic achievement are essential. Enthusiasm and an ability to work collaboratively with a small staff team are also essential.

The Royal College of Art

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.

In 2017, the College opened its new creative hub in White City, at the regenerated BBC headquarters. It is home to the School of Communication, and all Humanities programmes. In this environment, they 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.

The School of Communication

The School of Communication is led by Professor Neville Brody. The School of Communication sits at the heart of today's dynamic and accelerating 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.

Alongside the postgraduate research student offers, the School is composed of MA's in Animation, Digital Direction, Information Experience Design, and Visual Communication. 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

The School of Communication is 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, which, together with subject-specific labs encourage specialism-strong, cross-disciplinary thought, awareness and action. 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 and sound capture, production, and editing; a letterpress and book-binding workshop; and spaces for installation work.

Role Description

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 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 both visual and 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.

Working closely with the Head of programme, 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 and 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;
- 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.

Academic management, administration & citizenship

- Be responsible for the development and day-today 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.

Person Specification

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

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;
- Commitment to high quality teaching and fostering a positive learning environment for students;
- 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;
- 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;
- 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.

Desirable

- A postgraduate certificate (PGCert) in higher education and/or accredited fellow of the Higher Education Academy;
- 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;
- Experience of supervising MPhil and PhD students;
- Qualifications in research degree supervision or evidence of appropriate research supervision training.

Society

Appointment Details and How to Apply

Role Profile

Post: Senior Tutor, Visual Communication
School: Communication
Programme: Visual Communication
Grade: 10
FTE: 0.6
Responsible to: Head of Programme

Additional information

- 0.6FTE equates to 3 days which can be worked either per week or in blocks to be agreed in advance with the Head of Programme;
- Normal working hours: 9.30am to 5.30pm with an hour for lunch;
- Salary working 0.6 FTE: £31,921 - £35,720 per annum inclusive of London Allowance;
- 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 appointmed 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 two 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;
- This post is based at the College's White City campus, although the successful candidate will be expected to work across the RCA's other London sites (Kensington and Battersea) as necessary and reasonably requested.

Application Process

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

Applications should consist of a full academic CV, 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 (GMT) on Friday, 15 December 2017.

Shortlisted candidates will be invited to interview at the Royal College of Art in January 2018.

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 & 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.

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 two years from first appointment.

Library

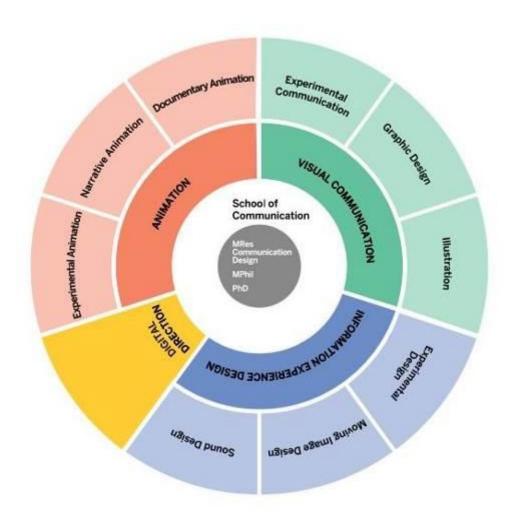All staff are welcome to join the College library.

Events

All staff are welcome to attend exhibitions, lectures and private views held by academic schools and programmes.

Appendix 2 – School of Communication, School Map

SCHOOL OF COMMUNICATION 2017/18
/ACADEMIC STRUCTURE

Royal College of Art
Postgraduate Art & Design