Royal College of Art
Postgraduate Art & Design

Senior Tutor, Illustration (0.6 FTE)

Candidate Pack - January 2018

Society

Royal College of Art
Postgraduate Art & Design

Royal College of Art
Senior Tutor, Illustration (0.6 FTE)

Candidate Pack – Thursday, 25 January 2018

Executive Summary

The Royal College of Art is the only entirely postgraduate institution of university status dedicated to research and knowledge exchange, teaching and practice in art, design, communication and humanities. Located in South Kensington, Battersea and White City, its international reputation for excellence in teaching, research and employability has been recognised for three successive years by the highly regarded QS World Ranking survey, with the College rated the world's number one art and design University in 2015, 2016 and 2017. The College has some 2,000 students following postgraduate courses in the 2017 – 18 academic year and the staff, both full- and part-time, totals approximately 400.

Illustration is one of three pathways within the Visual Communication programme, alongside Graphic Design and Experimental Communication, and explores an expanded approach to the practice of illustration as a discipline and profession. The purpose of this new role will be to provide academic leadership for the Illustration pathway whilst also contributing to the life and culture of the Visual Communication programme in terms of research and teaching delivery. 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 pathway.

The Senior Tutor will be informed about current issues and developments in higher education, and will be up to date with current illustration practice and research nationally and internationally, ensuring that the pathway is 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 will also oversee the development of the pathway'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 Illustration or related subject area together with significant and relevant teaching experience in Higher Education. 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.

Organisation

The Royal College of Art is the UK's only entirely postgraduate art and design university.

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. Recent examples include the MA in Contemporary Art Practice, launched in 2016, to offer a truly global dialogue about the practice and study of contemporary art, alongside the College's established fine art programmes in painting, sculpture, photography and print, and the haptic crafts of making in ceramic, glass, and metal.

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.

As well as welcoming students from around the world, the College's global dimension is enhanced through extensive links with business and industry and its partnerships with leading art and design, cultural and educational institutions; including, among many others, its neighbours in Kensington (Imperial College London, the Victoria & Albert Museum, the Royal College of Music and the Natural History Museum).

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, Tracey Emin, Christopher Bailey, Julien McDonald, Alison Jackson, Idris Khan, David Adjaye, Suzie Templeton and Sir Ridley Scott.

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

Illustration is one of three pathways within the Visual Communication programme, alongside Graphic Design and Experimental Communication, and explores an expanded approach to the practice of illustration as a discipline and profession. The purpose of this new role will be to provide academic leadership for the Illustration pathway within the Visual Communication programme whilst also contributing to the life and culture of the programme in terms of research and teaching delivery. 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 pathway.

Fundamental to work in communication, is an understanding of the context of work and in how ideas can be framed, transmitted and received by intended audiences. For illustrators, practice is integral to what we do – i.e. being and doing, thinking and making, moving beyond mere enquiry or discussion. Form and medium are flexible and appropriate, and the fabrication of image encourages the exploration of diverse ranges of technique, technology (analogue and digital), medium (tangible and interactive) and material. Drawing on methods and methodologies that are relevant to contemporary forms of communication practice and research, illustration encompasses roles of the illustrator in contexts such as: Narrative (authorship, commentary and speculative fiction) as well as Situated (site-specific and site-responsive, interactive and commissioned), amongst others. It is expected that the Senior Tutor will grow these successful areas whilst bringing new and dynamic thinking in keeping with the changing role of visual communication with an international context.

The programme has consistently high application rates from outstanding candidates worldwide, and it is expected that the Senior Tutor (Illustration) will be able to attract the highest quality applicants while contributing to planned growth in the programme. Working with the Dean and Head of Programme, the Senior Tutor will also ensure that the pathway is identified for its growth and success in research and knowledge exchange, both in terms of staff successes and research degree supervisory completions, and in securing competitive external funding, within the College's strategic plan commitment of growth in research and research degrees.

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.

The Senior Tutor will be informed about current issues and developments in higher education, and will be up to date with current illustration practice and research nationally and internationally, ensuring that the pathway is 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 will also oversee the development of the pathway'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 Illustration or related subject area together with significant and relevant teaching experience in Higher Education. 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 pathway-specific academic leadership, ensuring high quality academic content and innovation in learning, teaching and assessment;
- 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 organization and process of assessment of student work in the Illustration pathway, 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) and contribute to MRes supervision;
- explore and exploit possibilities for collaboration in and beyond the school;
- keep abreast of innovation and best practice in learning and teaching in illustration and visual communication;
- 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 Illustration pathway, initiating elements of the programme, contributing to curriculum design and overseeing the Illustration Lab;
- 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 doctorate in a relevant specialist field or evidence of appropriate professional practice or academic achievement;
- a recognised international profile in relevant specialist field;
- extensive knowledge of contemporary illustrative practices in an international context, evidencing an intellectual and practical understanding of the scope and technologies of image-led practices within the communication context;
- 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;
- evidence of, or clear potential to produce 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;
- a responsible and flexible approach to commitment to students and the school during the academic year.

Appointment Details and How to Apply

Role Profile

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

Additional information

- Salary working 3 days per week: £31,921 - £35,720 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.

Application Process

The Royal College or 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 GMT on Wednesday, 28 February 2018.

Shortlisted candidates will be invited to interview in March/April 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.

Society

Royal College of Art
Postgraduate Art & Design

SCHOOL OF COMMUNICATION 2017/18

/ACADEMIC STRUCTURE

Royal College of Art
Postgraduate Art & Design