Royal College of Art

Postgraduate Art & Design

Information Pack:

Head of Programme, Painting
Appointment Details

The**Miles**
Partnership

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The Royal College of Art

The Royal College of Art is the UK's only entirely postgraduate university of art and design, dedicated to teaching, research and knowledge exchange with industry.

The College's 1967 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, the College will have around 2,300 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 2021 and to launch new programmes underpinned by its world-class research.

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. With planning consent achieved in February 2018, work on the new building started in early 2018 with the completed building being handed over 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, the Science Museum, and the Natural History Museum).

The College has over 400 permanent academic, technical and administrative staff, with more than 800 visiting lecturers and professors, including internationally renowned artists, designers, theorists and practitioners. These staff, together with innovative 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, Sir David Adjaye, Suzie Templeton and Sir Ridley Scott.

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The School of Arts & Humanities

The School of Arts & Humanities brings together programmes and research previously located in the Schools of Fine Art, Humanities and Material, in order to enhance opportunities for collaboration and interdisciplinary activity and to enrich the experience of our students and researchers.

The School is concerned to examine the means by which the arts are made, critiqued, displayed and engaged with – the rich array of positions, methods, contexts and materials that artists, designers, curators and writers use and have used, as well as the subjects, ideas and issues that are successfully articulated by these disciplines. We pay attention to the arts within the everyday, and to the everyday as site of practice, and as archive. We maintain close and productive links with numerous arts and culture organisations to ensure that our work is relevant and public facing, as well as facilitating opportunities for Knowledge Exchange and Executive Education.

The School of Arts & Humanities offers students and researchers the opportunity to develop their own practices and careers as artists, makers, historians, theorists, writers and curators. All are encouraged to focus in depth on the particularities of their own work while also being exposed to critically diverse positions across the School.

The School has a distinctive research culture, based upon a dynamic interplay between theory and practice, and encompassing a broad range of subjects and approaches, from highly individuated scholarly and creative enquiry to projects concerning public policy and evaluation; from collections-based research to speculative practice-focused enquiry.

The School supports focused research and study within an environment that is ambitious in generating new practices and insights. We thrive on interaction across the broad areas of fine and applied arts and the humanities, through School-wide lectures, workshops and tutorials delivered by key contemporary artists, writers, curators and thinkers, many of whom form part of our permanent staff base.

Visit: *www.rca.ac.uk/schools/school-of-arts-humanities*

MA Painting

The MA Painting programme is committed to broadening the understanding of the discipline in all its forms. Painting as a practice, as a discipline and as a mode of research and the ideas surrounding what painting is, has been and can be continually reflected upon, and actively explored.

Students and staff rigorously, critically and supportively engage in tutorials, group critiques and presentations. These discussions and critical forums take place in the Painting studios, across the College, through visits to galleries and major exhibitions both in this country and abroad, and through collaborations with partner institutions.

Students are supported to reflect upon and to determine what kind of artists they want to be – how best to serve and challenge their personal agendas in relation to current discussions and developments within the scope of contemporary painting, and the broader cultural realm. The student experience is supported by opportunities and events scheduled across the School of Arts & Humanities.

The programme is designed and delivered to support students in developing practices that are sustainable and meaningful to each of their particular ambitions and that operate at the highest levels in the contemporary art world.

The Role

Head of Programme, Painting

Responsible to: Dean of School, Arts and Humanities
Responsible for: The Programme's staff
Grade: Senior Manager

The appointment of a new Head of Programme is a part of the College's vision to create a School of Arts & Humanities of outstanding international reach and reputation focused on creating new interdisciplinary opportunities between and beyond the disciplines and programmes, introducing new programmes that build on established and emerging research themes, and 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.

Working to the Dean and also working closely with senior colleagues across the School of Arts & Humanities and the College, the Head of Programme will provide hands-on academic leadership and will take overall responsibility for academic quality and direction, research, teaching and learning, and management of all the resources of the programmes and staff teams. They will build upon the recognised status and high standing of the programme to ensure that the established academic philosophy and vision for the programme is

closely aligned with the mission and strategic plan of the College, 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 Arts & Humanities, the new Head of Programme will be expected to engage in personal research 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.

They will stay abreast of current issues and developments in higher education and keep up to date with current relevant practice nationally and internationally, ensuring that the programme is informed by changes in practice, education, and the wider socio-political and technological 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 will facilitate the possibilities for collaboration and further links with other Schools, aligned to the School's and College plans. 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 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 Senior Tutors overseeing RKE and 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 and from designing and offering programmes of executive education and short courses.

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 contribute to MRes/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.

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Main Duties and Responsibilities:

The range and balance of responsibilities assumed by a Head of Programme (between research, teaching, management, recruitment, quality enhancement, 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 and securing successful external research grants for the School, in liaison with the Dean, the School Senior Tutors overseeing RKE, the programme staff team and Research and Knowledge Exchange Directorate and in line with the overall College strategy for research and knowledge exchange.

- Ensure that this strategy aligns with the RCA's strategic plan and has the potential to advance the research foci of the School, and to 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 Art & Humanities' 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 as directed by the Dean, to ensure that sufficient offers to study are made to high quality candidates at MA, MRes 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.

- Ensure staff in the programme receive appropriate training and support in order to be able to carry out recruitment activities to ensure that annual recruitment achieves target and is completed in a timely fashion.

Teaching and Learning

- Ensure that the programme is organised and managed effectively, that resources and budgets are deployed efficiently, and that communications with students, applicants and alumni are carried out clearly and in good time.

- 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 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 development of the RCA'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 from School and College committees.

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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 the REF.

- Ensure that all staff are engaged in, or enabled to become engaged in, the College's 3rd goal of knowledge exchange and executive education.

- 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.

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

Resource Management

- Liaise with ILTS (ICT, Library and Technical Services) over workshop and IT provision, planning and maintenance, and to work with the Technical Services Manager to ensure effective and efficient matching of workshop facilities to MA, MPhil/PhD, and staff research requirements.

- Liaise with the College's timetabling manager over the timing and most efficient use of facilities.

- 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 to 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.

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

Examinations

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

- Ensure that programme staff of appropriate seniority are trained, inducted and competent to conduct and chair examinations.

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

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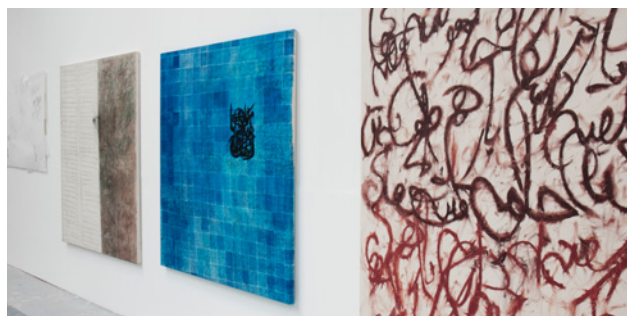
Quality Assurance and Enhancement

- Ensure the programme's alignment with the College's systems for academic quality and standards assurance (for example in the preparation of School annual 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, and ensure that if the programme fails to achieve minimum threshold standards that an action plan is implemented and realised to the satisfaction of the College's Academic Standards Committee.

- 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.

- Ensure that information in the public domain about the programme is compliant with guidance and/or requirements of the Competition and Markets Authority and the Office for Students, in liaison with the Communications and Marketing team, and Registry.

## 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.

- Ensure the dissemination of information about the programme within the College and to 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 ensuring satisfaction of all partners, and to liaise with the Dean and Deputy Vice Chancellor as appropriate.

- Lead on the development of international provision in the programme, through recruitment and curriculum development, as well as through more directed international project work with approved international partners.

- Develop the provision of executive education and knowledge exchange for the programme, to generate income, in line with the College's strategic plan.

Person Specification:

- A Head of Programme will have an established reputation in the discipline and the ability to provide energetic leadership and professional vision in a demanding academic environment and should have 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.
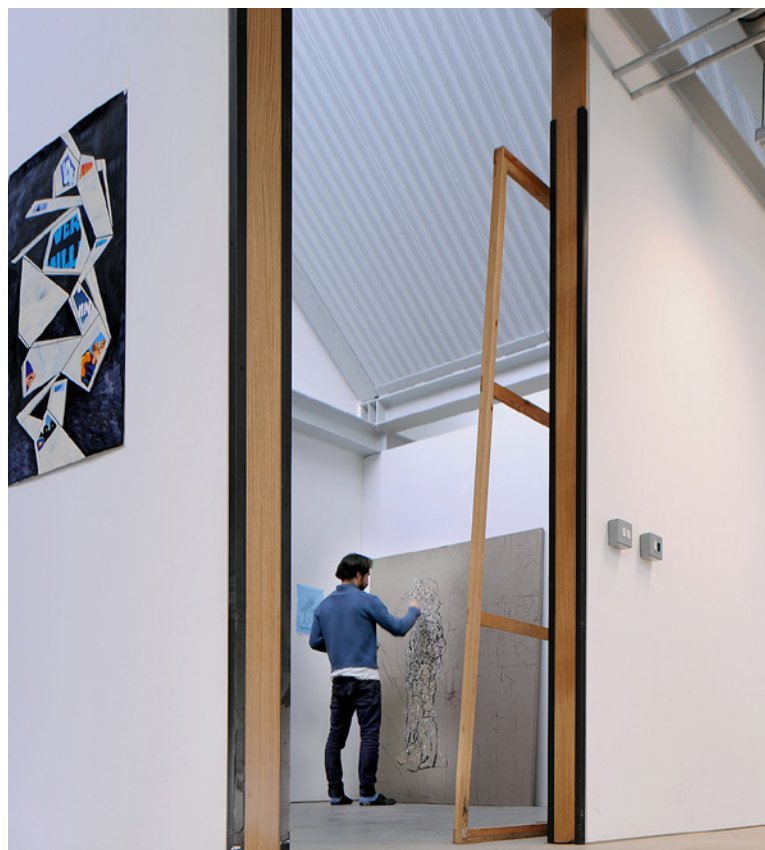
CANDIDATE PROFILE

Essential

- a proven leader of international stature in the expanded field of Painting;

- an inspirational teacher dedicated to enhancing the student experience and the development of independent postgraduates through currency of content and innovative teaching methods;

- intellectually curious, the Head of Programme will seek out interdisciplinary opportunities both within the RCA and among other cultural, scientific or educational organisations nationally and internationally;

- a leading academic or practitioner with an internationally recognised track record in research (3* minimum by REF2014 classifications);

- an expert in one field, with an appetite for 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, financial sustainability, and administrative systems;

- experience of working around themes and discourses that will further the diversity of the RCA community;

- an experienced supervisor of doctoral candidates with a successful completion record;

- a successful track record of securing competitive research grant income and/or industrial sponsorship and funding;

- experience of academic and financial management, including budget control;

- demonstrable commitment to diversity, equality of opportunity and the ability to work harmoniously with colleagues and students of all cultures and backgrounds.

Desirable

- experience of programme management and quality assurance and enhancement frameworks in higher education;

- possession of a recognised qualification in teaching and learning (or equivalent in research degrees supervision);

- membership of the Higher Education Academy (HEA);

- experience of research translation and value creation, either into knowledge exchange, commercial applications, or revenue generating executive education.

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Additional Information:

Location	Battersea, Kensington or White City, 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. The post is anticipated to be full-time, i.e. 1FTE, including time for the Head of Programme's research, but may be flexible for an appropriately qualified candidate able to meet all essential criteria. 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.
Teaching Qualifications	The College requires newly appointed Heads of Programme 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 eighteen months of appointment.
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.

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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.
Life Cover	Active members of the SAUL pension scheme automatically receive life cover. A lump sum of 4x 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.
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.
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.

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Appointment Process and How to Apply

An executive search exercise is being undertaken by The Miles Partnership in parallel with the public advertisement of the post. The Miles Partnership will assist the selection panel in the discharge of its duties, both to assist in the assessment of candidates against the requirements of the role and to identify the widest possible field of candidates. The Head of Programme, Painting will be appointed by a selection panel chaired by the Deputy Vice Chancellor.

Applications should consist of a full academic CV and a covering letter with narrative text describing the nature and achievements in your research pedagogical innovation, knowledge exchange, and wider leadership or managerial responsibilities held and achievements therein.

The deadline for applications for this post is midday (BST) on Friday 10 August 2018 and you should email your application to cristyl.smith@miles-partnership.com quoting reference 093.

The final appointment is subject to receipt of three satisfactory references.

Enquiries

For confidential discussion please contact Julia Roberts at julia.roberts@miles-partnership.com or +44207 569 9530.