



**Royal College of Art**  
Postgraduate Art & Design

## **ROYAL COLLEGE OF ART**

### **ROLE PROFILE**

<b>Post:</b>	Senior Tutor, Illustration
<b>School:</b>	Communication
<b>Programme:</b>	Visual Communication
<b>Grade:</b>	10
<b>FTE:</b>	0.8
<b>Responsible to:</b>	Head of Programme

### **Background**

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". Over 50 years on, the College remains in the vanguard of creative enquiry, and in 2019/20 the College will have around 2,300 students from more than 75 countries. 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 Battersea, Kensington, and White City. The RCA recently launched GenerationRCA which will propel the University's radical new academic vision by focusing on three key pillars: 'Place, Projects and People'. This programme will see the RCA transform its campuses and the ways in which the university teaches, researches and creates. It includes the construction of the Herzog & de Meuron-design flagship building in Battersea and introduction of future programmes centred on nano and soft robotics, computer science and machine learning, materials science and the circular economy.

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 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, Margaret Calvert, Alison Jackson, Idris Khan, Sir Quentin Blake, Sir David Adjaye, Suzie Templeton and Sir Ridley Scott.

### **School of Communication**

The School of Communication situates human and non-human communication within the frames of culture, community, consciousness, commercialism and creativity. In a world of false news, rising inequalities and global challenges, it is imperative that we change the narrative of communication. The School seeks to rise to global and local challenges; informing and enhancing forward-thinking and transformative processes, approaches and strategies. The School's ethos embraces agility, interdisciplinarity and transformation whilst maintaining our specialisms through programme offers in Animation, Digital Direction, Information Experience Design and Visual Communication, and research focus.

The School's ethos embraces agility, interdisciplinarity and transformation whilst maintaining our specialisms through programme offers in Animation, Digital Direction, Information Experience Design and Visual Communication, and research focus. Our links with industry are reinforced by the School's location at White City, London.

### **Purpose of the post**

The purpose of this 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. The Senior Tutor will develop, deliver and promote the study of expanded illustrative practices through teaching and research. 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.

Challenging illustration practices is integral to the programme's radically traditional heritage and fundamental philosophy. Drawing on contemporary communication to expand notions of the illustrator by exploring a range of contexts such as authorship, commentary and speculative fiction as well as site-specific and site-responsive work. We are looking for a senior tutor whose interdisciplinary research and practice pushes the discipline beyond its current expectations. We believe that the subject of illustration should encourage students to challenge and re-invent, and to be responsive to real and imagined subjects, acknowledging that literature, current affairs, ecological, social and political contexts offer invaluable opportunities for comment, critique and creative contributions.

The programme has 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 to 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 organizing a structure of publications, symposia, exhibitions, and other forms of realization 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 & 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-to-day 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

### **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

### **Additional information**

- Salary working 4 days per week: £44,115 - £49,375 per annum inclusive of London Allowance
- Normal hours will total 28 per week over 4 full days, 9.30am to 5.30pm with an hour each day for lunch
- 24 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.

## **NOVEMBER 2019**

### **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 one year from first appointment.

**Library**

All staff are welcome to join the college library.

**Events**

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