



## **Royal College of Art**

Postgraduate Art & Design

### **ROYAL COLLEGE OF ART**

#### **JOB DESCRIPTION**

**Post:** Tutor (Research) CULTURE & IDENTITY

**School:** School of Design

**Programme:** F A S H I O N

**Grade:** 9

**Responsible to:** Head of Programme

**FTE:** 1

#### **Background**

The Royal College of Art is the UK's only entirely postgraduate institution of art and design, dedicated to teaching, research and knowledge exchange with industry. The RCA has been ranked the number one university-level institution for art & design, internationally, for the eighth consecutive year according to the QS World University Rankings by Subject, 2021.

The College currently has some 2,700 students registered for Graduate Diploma, MA, MRes, MPhil and PhD degrees, and this is set to rise to 3,000 in coming years. The majority of postgraduate teaching and research supervision is delivered by the RCA's four Schools: Architecture, Arts & Humanities; Communication; Design, with each School led by a Dean of international standing and a recognised leader in their field. In addition, the RCA has a number of established and planned research centres: the Helen Hamlyn Centre for Design; the Material Science Research Centre (which includes the Burberry Materials Futures Research Group); the Intelligent Mobility Design Centre, the HELIX Centre, and future centres in Computer Science and in Drawing. The RCA is also home to one of the UK's most successful university incubators, InnovationRCA.

#### **Our People**

The RCA's Royal Visitor (Patron) is HRH Prince of Wales; its Chancellor is Sir Jony Ive, and the Pro-Chancellor and Chair of Council is Sir Peter Bazalgette. The RCA's Vice-Chancellor - the CEO of the institution - is Dr Paul Thompson. The RCA has more than 450 permanent staff, including internationally renowned artists, designers, architects, theorists and curators. These staff, together with an innovative pedagogy, world-class technical facilities and research centres, all contribute to an exceptional environment and a remarkable record of graduate employment. Generations of eminent graduates have created far-reaching impact and influence, such as Barbara Hepworth, Bridget Riley, David Hockney, Sir Ridley Scott, Sir James Dyson OM, Asif Kapadia, Thomas Heatherwick, Chris Ofili, Tracey Emin, Jake & Dinos Chapman, Christopher Bailey, Idris Khan, Chantal Joffe, Sir David Adjaye, Erdem, Philip Treacey, Monster Chetwynd, Oscar Murillo and Lina Lapelyte.



## **Royal College of Art**

Postgraduate Art & Design

### **Strategic Plan 2022–2027**

The RCA is currently crafting a new strategic plan, involving all staff in a process that was concluded in March 2022, with the publication of a new Strategic Vision and Plan for the next five years and the appointment of our new Chair of Council, Sir Peter Bazalgette.

This plan will embrace the roll out of a new model of delivery for our taught postgraduate programmes; it will underscore our commitment to being the world's most research-intensive art & design university; and it will commit to a number of Equity and Diversity goals which will lead towards the RCA becoming an anti-racist institution.

### **The School of Design**

The School of Design offers programmes that engage with a broad spectrum of design from the industry-focused, through collaboration with engineering and science, to the experimental and theoretical. With a strong culture of innovation, experimentation and debate, as well as research degrees at MPhil and PhD level, the School explores the boundaries of knowledge in the fields of industrial design, design engineering, product design, service design, critical design, systems and services, social innovation, new materials, globalisation and the discourse between international pedagogies and manufacturing.

### **RCA Fashion Programme**

The Fashion Masters Programme ask for a disruptive critical approach leading to new aesthetics and responses about the practice and industry of fashion both relevant and immediate.

Designed, articulated, manipulated, and simulated in both physical and digital spaces, Fashion aims for a state change, where we are open to new and emerging thinking and to unlearning. It is also at its best when guided by diversity, inclusivity and cultural awareness. We must perceive systems and structures and express our fashion identities with an awareness of how our values are embedded in our outputs, both ecologically and economically

The programme looks to create a new generation of thought leaders /designers that is needed within the Fashion Industry; future fashion designers with a critical approach and collaboration situated within new technologies, offering specific Fashion insights and understanding of new engineering, digital and scientific paradigms.



## **Royal College of Art**

Postgraduate Art & Design

### **Purpose of the post**

We are seeking an outstanding practitioner and researcher in the urgent field of Culture & Identity to lead, contribute, communicate and support further the ongoing work of the programme of FASHION at the Royal College of Art.

The successful candidate will demonstrate enthusiasm for working with students and alongside colleagues with the high levels of commitment and energy required by a world-leading environment. They will be well networked and demonstrably engaged with international contexts relevant to culture, race, abilities, age and gender identities, with an understanding about how the real and the digital positions of these areas have influence and intertwine in our near and far futures, from which they will be prepared to draw for the benefit of the college, with an intersectional approach in their thinking across research and teaching.

As well as being able to support and respond to the work of postgraduate students, the successful candidate will also be expected to teach from their own research by delivering lectures, workshops, seminars, and crits across the Fashion programme as well as work alongside colleagues in all aspects of the organisation of exhibitions and events. They will be expected to contribute to discussions about the development of the curriculum and be prepared to pioneer new ways of teaching. They will also be expected to undertake administration around their teaching as required by the well-established structures present across the school.

Their research will be expected to operate at a high level, consistently producing research outputs of at least 3\* REF quality to enable submission to the REF. They will also be expected to pursue funding opportunities for their research and where possible to involve colleagues in collaborative projects and contributing to the research culture and environment of the school.

### **Learning & teaching**

- Provide academic, pastoral and technical (as appropriate) tutorial support to students, including regular one to one meetings as agreed
- Provide regular feedback to students to help them develop their skills and improve the quality of their work
- 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
- 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
- Keep abreast of innovation and best practice in learning and teaching in own subject
- Continually update own knowledge and understanding in academic specialism
- Supervise research students (MPhil or PhD as appropriate)
- Contribute to teaching, delivering high quality teaching content that meets the needs of individual students



## **Royal College of Art**

Postgraduate Art & Design

- Actively engage in broader educational issues, such as external examining and attending conferences
- Contribute to curriculum design and supporting material to help ensure high quality academic content and innovation in learning and teaching, and assessment

### **Research**

- 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
- 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
- Determine relevant research objectives and prepare proposals tailored to the appropriate audiences
- Consistently produce research outputs of at least 3\* REF quality to enable submission to the REF
- Ensure that research makes a significant contribution to the overall standing of the school
- Conduct and lead individual 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

### **Academic management, administration & citizenship**

- 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
- 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
- Participate in college committees as appropriate, contributing to sound decision making
- 

### **Knowledge transfer & executive education**

- Contribute towards proposals for funding and manage any individual grants awarded to ensure delivery of objectives
- Seek to develop links with industry in area of specialism to promote the College and its students

### **Skills, knowledge and experience**

#### **Essential**

- First degree in a relevant specialism



## **Royal College of Art**

Postgraduate Art & Design

- A doctorate in relevant field or evidence of appropriate professional practice or academic achievement
- Substantial knowledge of emerging and existing technologies that are relevant to the horizons of fashion and identity today and knowledge of research/practice within and adjacent to these fields most relevant to Fashion design as Identity.
- A postgraduate certificate (PGCert) in higher education and/or accredited fellow of the Higher Education Academy, or willingness to undertake appropriate training to achieve such within two years of appointment
- Commitment to high quality teaching and fostering a positive learning environment for students.
- Commitment to continuous professional development.
- Commitment to equality of opportunity and the ability to work harmoniously with colleagues and students of all cultures and backgrounds
- Experience of devising and teaching courses, and setting and assessing written work at undergraduate or postgraduate degree level
- Evidence of, or clear potential to produce, research outputs of at least 3\* REF quality in line with the strategic direction of the College

### **Desirable**

- Evidence of the ability to supervise academic work at masters and doctoral level
- If supervising research students, have completed research supervision training or willingness to undertake and complete appropriate training within two years of appointment

### **Additional information**

- Salary working 5 days per week: £47,290 - £52,880 per annum pro rata inclusive of London Allowance.
- Normal hours will total 35 per week over 5 days, 9.30am to 5.30pm with an hour each day for lunch
- 30 days annual leave plus extended breaks at Christmas and Easter
- A contributory defined benefit pension scheme and interest free season ticket loan are available

**May 2022**



## **Royal College of Art**

Postgraduate Art & Design

### **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 19% of your salary while you pay 6%.

#### **Holiday**

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.

#### **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.



# **Royal College of Art**

Postgraduate Art & Design

## **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.