

Senior Lecturer in Business

Candidate Information Pack – August 2025



A Welcome from the Vice-Chancellor



We have been developing leaders, entrepreneurs and innovators at the Royal Agricultural University (RAU) ever since 1845.

The very first agricultural college in the English-speaking world, the RAU was established at a time of burgeoning industrialisation and urbanisation when enlightened individuals, and members of agricultural societies, recognised that the transformation of UK agriculture – needed to increase food production – could only be achieved through education, and the application of science and innovation.

“Practice with Science” was the mantra of our founders, as indeed it still is, as we pursue our mission to equip a new generation of graduates to meet the most pressing challenges that face us in the world today – climate change, food security, sustainable land use, biodiversity loss, heritage management, and so on.

Our strategy rests on three pillars: Quality, Reach, and Sustainability. We want to be the very best in all that we do at a local level, a national level, and a global level, and to do so in as sustainable a way as possible. We aim to be a solution- provider – the country’s leading, and indeed the UK’s global, university in sustainable farming and land management.

With a family of 17,000+ alumni world-wide, we are proud of our heritage and we aim to be as societally relevant in the future as we have been in the past.

If you would like to play a leading role in shaping the future development of the RAU and you share our passion and commitment to the land-based sector - to agriculture, food and the environment; real estate land management; rural business and entrepreneurship; cultural heritage and equine management and science – then we would be delighted to hear from you.

Thank you for your interest in the Royal Agricultural University.

Best wishes

A handwritten signature in dark ink that reads "Peter McCaffery". The signature is written in a cursive, flowing style.

Professor Peter McCaffery
Vice Chancellor

About the Royal Agricultural University

Where Are We Now

The RAU is as socially relevant today as it has been throughout our 180-year history. Our mission today bears testament to the foresight of our founders as we aim to equip a new generation of graduates to meet the most pressing challenges that face us in the world today – climate change, food security, sustainable land use, biodiversity loss, heritage management and so on.

A 'university without walls', science-based and practice-centred, with over half of our research adjudged 'world-leading and international in quality' we are the leading specialist university in England.

One of only six Universities (and the only small specialist provider) recognised as a National Centre of Excellence by the Institute of Enterprise and Entrepreneurship our Farm 491 is also the UK's leading agri-technology incubator and accelerator.

We are the leading supplier of rural chartered surveyors in the UK with 165 of our Alumni in Director roles in the major national and international firms.

In the National Student Survey (2022) we were ranked the top university in the UK for being a 'Learning Community', fourth for overall student satisfaction across English Universities and top 10 for both Academic Support and Organisation and Management while outperforming all 24 universities of the Russell Group.

Our heritage

The Royal Agricultural College (RAC), now the Royal Agricultural University (RAU), was the first agricultural college in the English-speaking world. The first 25 students were admitted in September 1845.

From its early days, the College was staffed with innovators and pioneers and made a considerable impact on farming practice and agricultural science. In 2013, the Privy Council awarded the College full University Status with Taught Degree Awarding Powers, in recognition of its long record in the provision of higher education.

The present

The RAU has some 1,100 students studying a range of subjects, including agriculture, business, environment, equine science, farm management, food, real estate and rural land management. Set on the edge of Cirencester in the beautiful Cotswold countryside, its small size provides an exceptional sense of community amongst students and staff, which supports, develops and encourages students from all backgrounds to achieve their ambitions. In addition, it has recently established the RAU Joint Institute of Advanced Agri-Technology at Qingdao Agricultural University in China where, by 2025, 1,200 Chinese students will be studying for double degrees in agriculture, environment, food production and supply management, and business management.

The University motto is 'Arvorum Cultus Pecorumque', a quotation from Virgil's Georgics, meaning 'Caring for the Fields and the Beasts'. This maxim has been enduringly relevant for a University which, in every area of its activity, has worked to promote sustainable use of the land, safeguard the environment and animal welfare and the wellbeing of rural communities. The RAU prides itself on combining subject expertise with industry connectivity and an innovative, forward thinking, enterprising approach. This opens doors for students, and RAU graduates are well prepared for successful careers in their chosen field, whether that be leading innovation and change in industry, informing future land-based policy, or setting up their own businesses.

The future

Our vision is to be the UK's global university for sustainable farming and land management, enabling communities across the world to thrive in harmony with nature. We will pursue our vision by focusing on three outcomes which run through all we do:

- **Quality** - a global reputation for excellence and leadership across our teaching, research and engagement.
- **Reach** - a growing, diverse and inclusive community of students and partners in the UK and internationally.
- **Sustainability** - a showcase for sustainable and resilient management, through our land and estate, our finances and our culture.

The RAU strategy is available here: <https://www.rau.ac.uk/about-rau/our-vision-and-strategy>

University Values

As a University we have chosen five values to underpin our learning community. These are the values which we will all work by and for which we want the RAU to be known. We are:

- **Collaborative** - we believe in the power of working together. We are stronger as a community of practice - inspiring each other, identifying shared goals, and providing reciprocal support leads to greater success.
- **Open-Minded** - we are receptive to new ideas and we value the diversity of experiences and skills. We are committed to listening to everyone across the RAU community.
- **Resourceful** - we adopt creative approaches to achieve our goals while setting higher standards, promoting professionalism and sustainability.
- **Responsible** - individually and collectively we take accountability for our actions working with integrity to achieve the highest ethical standards.
- **Inclusive** - we acknowledge the fundamental value and dignity of all individuals and are committed to maintaining an environment that seeks to eliminate all forms of discrimination and respects diverse traditions, heritages, and experiences.

Recent RAU Highlights

- In 2022, the RAU emerged as the leading specialist university in England for research in the latest round of the Research Excellence Framework (REF) which commended more than half of our research as 'world-leading and international in quality'.
- Building on our historic purpose – to care for the land and all who depend on it – we are also now driving new frontiers as the leading specialist university in England for research, and 'top-of-the-class' among our university peers (for the second successive year) in the Knowledge Exchange Framework (KEF), in our support for graduate start-up businesses, continuous professional development provision, our engagement with business, community and public sectors and our contribution to local growth and regeneration.
- The RAU was re-approved as a Centre of Excellence for Enterprise Education by the IOEE (Institute of Enterprise and Entrepreneurs) for a further three years from November 2022 – the only small and specialist university in the UK to have been granted the IOEE's Centre of Excellence status.
- In summer 2025, we opened our brand-new Land Laboratory Teaching Centre on campus. This was completed on schedule and within the £5.8m budget awarded by the Office for Students (OfS) in its first capital bidding round. As well as a new "wet laboratory" extension in place of our existing ageing laboratories, the new Centre will provide an integrated, state-of-the-art facility to train our students in climate-smart, resilient agriculture and land management.
- Feedback from our students led us to be short-listed for the third year running in the 2025 What Uni Student Choice Awards (WUSCAs) – the largest exclusively student-voted awards body in the UK – and this year we scooped Silver in the small specialist university category.
- We were also short-listed for "Best University Employability Strategy" at the National Graduate Recruiters Awards 2025. These awards "recognise institutions that go above and beyond in preparing students for the world of work". We are also finalists in two categories for the National Enterprise Educators Awards: one for our Ignite Enterprise Programme in the Enterprise Catalyst Award category and the other our Cotswold Hills Wine Project in the Enterprise for Good Award category.
- We plan to create a sustainable, carbon neutral, Innovation Village at the RAU's Cirencester campus. The £140M Innovation Village project aims – with the support of local and central government - to bring together industry, food producers, farmers and landowners to develop sustainable solutions for food production and biodiversity recovery while building resilience in rural communities. Centred on agriculture, food and land management our 12-hectare Innovation Village will be 'a first for the UK'.
- The RAU was one of the first employers in Gloucestershire to receive an Inclusivity Works 'Inclusive Employers' Award as part of a scheme to inspire more employers to take advantage of fantastic, talented and motivated potential employees who may not have previously been considered. We are now also registered as a 'Disability Confident' committed employer.
- The RAU was awarded Silver - with both its student experience and student outcomes being commended as being of "typically very high quality" - in the 2023 Teaching Excellence Framework (TEF), a national scheme run by the Office for Students (OfS) to encourage

higher education providers to improve and deliver excellence in the areas that students care about the most: teaching, learning, and achieving positive outcomes from their studies.

- Our strategic commitment to sustainability has been internationally recognised. In the Times Higher Education (THE) University Impact Rankings, which measures the performance of universities against the United Nations 17 Sustainable Development Goals' the RAU were in the Top 200 universities globally and 15th in the UK for 'Zero-Hunger', and Top 300 globally and 38th in the UK for 'Life on Land'.
- Our university Catering and Hospitality team won the Sustainability Award at this year's 2025 U Dine Network Awards which celebrates excellence in Hospitality across the UK university sector. The award is conferred on those who "take sustainability further, provide an innovative and unique catering function and evolve and plan for a progressive future".
- In keeping with our tradition of developing agricultural education and land management across the globe, we have been recognised an exemplar of best practice in Trans-National Education (teaching in country) by UKRI and the British Council for our work in China. The RAU has been accredited as a Tier 1 Partner in international collaboration by the Chinese Ministry of Education (MoE) and awarded a Gold Medal - one of only four conferred (out of 1,400 active university partnerships in China) - at the National Awards for Most Excellence in International Co-operation (for our Joint Institute with Qingdao Agricultural University: QAU).
- The RAU partnered with Uzbekistan's Ministry of Agriculture to open a new International Agriculture University in the nation's capital Tashkent in October 2022. Franchising some of our existing degree programmes, IAU students access a blend of face to face and online lectures and resources, with new degrees and modules being developed to suit Uzbekistan's conditions and international trade ambitions.
- Our twinning initiative with the Sumy National Agrarian University in Ukraine is now a role model for others in providing humanitarian, teaching and research collaboration and support for 'academics at risk' world-wide. We have secured a further £500K funding to help in humanitarian, teaching and research collaboration support, examining the effects of war on agriculture, food security and land health.
- Working with the Government of the Emirate of Sharjah in the United Arab Emirates (UAE), the RAU has helped to establish the University of Al Dhaid which offers students the opportunity to study for a BSc in Sustainable Agriculture, as well as build research capacity and expertise to solve the country's food security challenges. We are preparing to welcome up to 40 students from Sharjah for 2027-28 as part of a new dual UG award in which Al Dhaid students would spend 3 years in Sharjah followed by a "top-up" Year 4 (as international students) in Cirencester.

The Role

Job title: Senior Lecturer in Business

Department: Land and Property Management

Responsible to: Dean of Land and Property Management

Location: Cirencester, and locations in China, including Qingdao Agricultural University, Shandong Agricultural University and Shenyang University.

Salary: Senior Lecturer (Grade 9: £44,746 - £56,535) per annum , dependent upon experience, pro rata for part-time appointment.

Working hours: Full-time; 35 hrs/week, or Part-Time

Responsibility for: Teaching and Research

The Purpose

The Royal Agricultural University (RAU) is seeking an experienced academic to join our team delivering teaching and research support in China. This exciting opportunity offers the chance to shape the next generation of land and property management professionals.

The RAU offers a range of undergraduate and postgraduate programmes in collaboration with our partners in Qingdao Agricultural University, Shandong Agricultural University, and Shenyang University. We are seeking professional and passionate individuals with highly relevant subject expertise to support in the delivery of a number of post graduate programmes. Whilst the position is UK based (Cirencester), you should expect to be based in China for some of your time during both semesters (teaching periods in China would not normally exceed 6-week periods each semester). For travel to China, you will be provided with free staff accommodation, two round trips per annum, suitable health insurance, support with a visa, and other related expenses, including a payment of £40 per day for subsistence.

With more than half of our research adjudged as 'world-leading and international in quality' in the Research Excellence Framework 2021, we are the leading specialist agricultural university for research in England. The successful applicant will be expected to pursue an ambitious research programme that aligns with our science-based and practice-centred 'University without walls' approach. Applicants will, therefore, need to demonstrate a proven academic track record of research in areas that are relevant to this role and to demonstrate an enthusiasm for teaching to be practice-led and enriched with real-world examples.

The main purpose of this role is to support postgraduate teaching and research in one or more of the following disciplinary areas: business strategy and policy, leadership, food supply chain management, financial management, operations management, entrepreneurship and business innovation and planning, and marketing strategy.

All our University Lecturers are required to articulate subject material in a way that will enable students to demonstrate an understanding of the subject areas through contextualization and critical analysis of case studies and scenarios in the context of their subject area. As part of the application process, applicants invited to interview (either in person or online) will be asked to demonstrate their teaching skills by preparing and delivering a short teaching session on a relevant topic aimed at postgraduate students.

All newly appointed academic staff who have not already achieved a relevant teaching qualification for Higher Education or Qualified Teacher Status are expected to study and attain the Post Graduate Certificate in Academic Practice (PGCAP) or equivalent within two years of appointment in the role. The cost of which will be covered by the RAU.

Key Responsibilities

1. TEACHING AND ASSESSMENT

- Deliver teaching through lectures, tutorials, seminars, field excursions, practical exercises, and other modes of delivery to postgraduate students.
- Create student awareness of current professional practice through visits, case studies and visiting speakers.
- Develop taught programmes that are cutting edge and embrace the latest innovations in teaching and learning.
- Develop approaches to teaching that integrate real-world practices with theoretical concepts.
- Design, deliver and mark a range of assessments, as required by programme specifications.
- Supervise postgraduate student dissertations.
- Provide academic support for students (all staff have academic support tutor responsibilities).
- Engage in the continual update of your knowledge and understanding of teaching and learning.

2. RESEARCH, KNOWLEDGE EXCHANGE AND SCHOLARSHIP

- Engage in the relevant scholarly activity including continual updating of knowledge and understanding in your field or specialism.
- Develop a programme of research within a suitable research area.
- Act as primary or secondary supervisor of postgraduate research students.
- Establish appropriate collaborations both within and outside the RAU.
- Prepare grant applications to secure external funding.
- Publish research articles in peer-reviewed journals of international standing and actively disseminate research findings to ensure maximum impact.
- Engage in knowledge exchange activities by collaborating with industry partners on key projects or consultancy work
- Follow RAU policies and practices including data protection and management, health and safety and ethical approval.

3. ADMINISTRATION

- Manage modules, programmes, and other functions.
- Attend programme meetings, subject area meetings, examiners meetings, and other management meetings arising from assigned responsibilities.
- Assist the careers service to support students and engage with employers.
- Participate in the corporate life of the RAU as deemed relevant by your line manager.
- Contribute to the development of the wider University's curriculum and academic agenda.

Person Specification

Requirements	Essential (E) or Desirable (D)
The post holder must be able to demonstrate:	Senior Lecturer
Education:	
Degree (or equivalent relevant professional experience).	E
Higher Degree in a relevant discipline.	E
Teaching:	
Experience of undergraduate and / or postgraduate teaching.	E
Experience of design and quality control of modules, course programmes / specifications and innovative assessment methods.	D
Postgraduate teaching qualification and Fellowship of the Higher Education Academy (or willingness to achieve within two years of appointment).	D
Research, Knowledge Exchange & Scholarship:	
Ability to develop a programme of research and scholarship related to RAU strategic priorities.	E
Postgraduate research student supervision and examination	D
Experience of the externally-funded research process (bidding, securing, managing and completing projects).	D
Publication in peer-reviewed outlets of international standing.	E
Consultancy, professional practice, business, or industry experience that is relevant to RAU teaching and research activities.	D
Leadership and other skills:	
Excellent interpersonal, verbal, and written communication skills.	E

Able to travel and work away when required (nationally and internationally).	E
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General Responsibilities

- The University is committed to equality of opportunity. All staff are required to comply with current legislation, University policies and good practice guidance.
- All staff are required to act in a way that safeguards the health and wellbeing of children and vulnerable adults at all times. The post holder must be familiar with and adhere to appropriate safeguarding policies and guidance and participate in related mandatory/statutory training. Managers have a responsibility to ensure their team members understand their individual responsibilities with regard to safeguarding children and vulnerable adults.
- All staff are required to participate in the University appraisal process and should ensure they are familiar with the process and plan time to prepare for their appraisal. Following the appraisal, staff are expected to undertake in any necessary learning and development and work towards the objectives that have been set.
- The University expects staff to attend any training designated as mandatory and to undertake learning and development activities to support their role. Managers must facilitate learning and development within their teams.
- It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and that restricted information or highly restricted information to which they have access remains confidential during and after their employment at Royal Agricultural University. All staff must undergo appropriate data protection training as required.
- All absence from work must be reported in accordance with the University's absence procedures and recorded on iTrent.
- The University acknowledges its responsibility to provide a safe, smoke free environment, to its employees, service users and visitors. It is the policy of the University not to allow smoking on University premises other than in specifically designated areas.

General Terms and Conditions of Employment

- This post is a full-time appointment, offered on a permanent basis. It will be remunerated on the single pay spine at Grade 9 for Senior Lecturer: £44,746 - £56,535 per annum for full time appointments, pro-rata for part time, dependent on experience.
- The appointment is normally made at the minimum of the pay scale and is subject to meeting all pre-employment clearances and requirements of the Person Specification.
- All new employees undergo a period of 12 months' probation in accordance with the terms and conditions of employment confirmation of employment is dependent on the satisfactory completion of that probationary period.

- The nature of this post is such that it is expected that you will respond to the operational requirements of the University in order to fulfil your duties in a professional manner. You will be required to work such hours as are reasonably required to discharge your duties effectively and competently. The exact number of hours in any week will vary in accordance with institutional requirements, but will not be less than 35 hours a week for full time appointments, and hours will be pro rata for part time appointments.
- The University holiday year runs from January to December. The post carries an entitlement to 30 working days (for a full-time position, otherwise pro rata) of paid leave during the course of the holiday year (pro rata if the appointment is made during the holiday year), in addition to Statutory Bank Holidays. There may also be discretionary days and days when the University is closed on particular dates in the interests of efficiency.
- It is a condition of employment that all relevant posts are vetted by the Disclosure & Barring Service (DBS) and if it applies to this appointment you will be required to undertake a DBS check. The University will pay the fee for this service. Any false declarations or any findings from the Disclosure could affect the suitability for employment.

Pensions and Auto Enrolment

If you meet the criteria set out below, and are not already an active member of any of our pension schemes, the University is required to auto-enrol you into a suitable pension scheme. The criteria for auto-enrolment is:

- Age - if you are 22 or over but no more than State Pension Age
- Earnings - a minimum of £10,000 per year
- Working in the UK

The pension schemes supported by the RAU are:

AVIVA CATEGORY X - all eligible RAU employees (except teachers) are automatically enrolled

- 5% (minimum) contribution by employee and
- 3% contribution by RAU

AVIVA CATEGORY Y1 - RAU Group Pension Scheme (defined contribution) - employees are able to upgrade to this scheme before their 6-month probation.

- 6.5% (minimum) contribution by employee and
- 6.5% contribution by RAU
- life assurance is an additional benefit (two times annual salary)

TEACHERS' PENSION (for teaching staff)

- employee contribution according to salary scale – between 7.4% and 12%
- 28.68% contribution by RAU
- life assurance is an additional benefit (three times annual salary)

Staff Benefits

We offer a range of Staff Benefits including a 35-hour working week (for full time roles), a generous 30 days annual leave entitlement plus bank holidays (pro rata for part time posts), pension scheme, free and guaranteed parking on campus, discounted catering facilities, discounted onsite gym, free

library services, employee assistance programme, occupational health and counselling services, cycle to work scheme, electric car scheme (via Tusker) and staff development opportunities.

Further details of the full range of staff benefits available can be found on our [website](#).

Application Procedure

If you are interested in applying for this role, please send:

- University [Application Form](#) together with the [Equal Opportunities Monitoring Form](#) available on the University website www.rau.ac.uk) – you may attach your up to date CV if you wish to add additional information.
- Details of two referees who must be people who can comment authoritatively on you as a person and as an employee in relation to the level of the post, and must include your current or most recent employer or their representative.
- Please forward to the HR Team, Royal Agricultural University, Cirencester, Gloucestershire, GL7 6JS or via email to jobs@rau.ac.uk stating where you saw the advert for the role
- Informal enquiries can be made to Duncan Westbury – Dean of Land and Property Management; Duncan.Westbury@rau.ac.uk
- **Closing date:** 15 September 2025 with **Interviews:** 6 October 2025.
- We acknowledge receipt of all applications within two working days. If you do not receive an email from us after submitting your application, please let us know by sending a new email **without any attachments** to Human.Resources@rau.ac.uk so we can check if your application has reached us.
- Should you be selected for interview please be aware that we are unable to reimburse interview expenses.

The RAU is an equal opportunities employer and we particularly welcome applications from black and minority ethnic candidates as they are under-represented within the RAU at this level

International applicants

Permanent or fixed-term positions

To take up an appointment at the Royal Agricultural University, applicants who are nationals of countries outside the UK and Republic of Ireland, and who do not have existing permission to work in the UK, need to get permission from UK Visas and Immigration (UKVI). Should you be successful in the selection process, the University will apply for a certificate of sponsorship that enables you to seek permission from the UKVI to take up our offer of employment. If you are from the EU, Switzerland, Norway, Iceland or Liechtenstein and have family already resident in the UK you may be eligible to apply under the [EU settlement scheme](#).

Your success in applying for a certificate of sponsorship will rely on meeting certain criteria – for the most up to date list of these, as well as further information on working in the UK, please visit the [UKVI](#) website.

Please be aware that we have a legal responsibility to ensure that all employees are eligible to live and work in the UK. Should you be successful in your application we will need to see documentation confirming your entitlement before you take up your appointment.

General Data Protection Regulations: Applicant Privacy Notice

The Royal Agricultural University collects and processes your personal data so that it can meet its statutory and legal obligations, and when it has a legitimate interest in processing personal data before, during and after the end of the employment relationship.

The data which forms part of your job application (for example, application form, CV, references, Equal Opportunities Monitoring Form, shortlisting and interview records) will be stored in a range of different places, which will include the University's HR and recruitment management systems (electronic and paper based), and in IT systems (including the University's email system). Your information may be shared internally with the HR Department and with employees who are involved in the recruitment and selection process, but only if access to your data is absolutely necessary for the performance of those roles.

The University may share your data with third parties in certain circumstances. Personal data that the University uses for the purposes of equal opportunities monitoring and reporting is anonymised or is collected with the express consent of applicants, which can be withdrawn at any time. Applicants are entirely free to decide whether to provide such data and there are no consequences of failing to do so.

The University takes the security of your data seriously and has internal controls in place to try to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by the above employees in the performance of their duties. If your application is unsuccessful, your applicant data will be destroyed 6 months following the advertised closing date of the post you have applied for. If your application is successful, your applicant data will be retained during your employment and for 6 years following your leaving date. You can access and obtain a copy of your data on request and you can ask the University to change incorrect or incomplete data.

In certain circumstances you can ask the University to stop processing your data, or you can object to the processing of your data. If you believe that the University has not complied with your data protection rights, you can complain to the Information Commissioner. Further information about your rights in accordance with Data Protection and the GDPR Regulations can be obtained from the University Data Protection Officer. A detailed Employee Privacy Notice is available to view [here](#).