

# **Lecturer in Agriculture (Full-time)**

## **Job Description**

### **The Role**

**Job title:** Lecturer in Agriculture

**Department:** Agricultural Science and Practice

**Responsible to:** Dean of Agricultural Science and Practice

**Location:** UK (Cirencester, Swindon, etc.) and international locations (Qingdao Agricultural University, Shandong Agricultural University, Shenyang University, and others as necessary)

**Salary:** Lecturer (Grade 8: £38,784 - £46,049), dependent upon experience

**Working hours:** Full-time; 35 hrs/week

**Responsibility for:** Teaching and Scholarship

### **Purpose**

The Royal Agricultural University (RAU) is seeking an academic to join our team delivering teaching and research support. Focused on China delivery, this exciting opportunity offers the chance to shape the next generation of land 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 a professional and passionate individual with highly relevant subject expertise to support in the delivery of a number of undergraduate programmes. While the position is UK based, you should expect to be working in China for some of your time. China teaching will take place in both semester one and semester two, and would either involve a three-week, or six-week period of teaching in each semester. You will be provided with free staff accommodation in China, two round trip flights per annum, suitable health insurance, visa application, and other related expenses, including a payment of £40 per day for subsistence when you are in China.

Applicants will need to demonstrate a proven academic track record of scholarship 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 undergraduate and/or postgraduate teaching in one or more of the following disciplinary areas:

- Sustainable Agriculture Systems
- International Rural Development and Food Security
- Applied Natural and Environmental Science

- Computing and Information Technology in Precision Agriculture
- Environmental Technology and Innovation
- Crop Production Technology and Innovation
- Livestock Production Technology and Innovation

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. This will be achieved through contextualization and critical analysis of case studies, research, and other 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 undergraduate 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

- Developing the School's teaching programmes aligned with your disciplinary expertise within RAU existing teaching portfolio including sustainable agriculture, equine, food business, environment and rural land management.
- Deliver teaching through lectures, tutorials, seminars, field excursions (national and international), practical exercises and other modes of delivery to undergraduate and postgraduate students.
- Design, deliver and mark a range of assessments, as required by programme specifications.
- Supervise undergraduate and postgraduate student dissertations.
- Create student awareness of current professional practice through visits, case studies and visiting speakers.
- Provide academic and pastoral support for students (all staff have personal tutor responsibilities).
- Engage in the continual updating of knowledge and understanding in your teaching skills. It is a requirement to undertake a Postgraduate in Academic Practice (PGCAP or equivalent), if not already held.

### 2. KNOWLEDGE EXCHANGE AND SCHOLARSHIP

- Engage in the relevant scholarly activity including continual updating of knowledge and understanding in your field or specialism.
- Act as primary or secondary supervisor of postgraduate research students.
- Establish appropriate collaborations both within and outside the RAU.
- 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.

## 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 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. Line 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 the 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.

## 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.

## Person Specification

| <b>Requirements</b>                                                                                                                                                                                | <b>Essential (E)<br/>or Desirable (D)</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
|                                                                                                                                                                                                    | <b>Lecturer</b>                           |
| The post holder must be able to demonstrate:                                                                                                                                                       |                                           |
| <b>Education:</b>                                                                                                                                                                                  |                                           |
| Degree (or relevant professional experience).                                                                                                                                                      | <b>E</b>                                  |
| PhD in a relevant discipline (or relevant high-calibre professional experience)                                                                                                                    | <b>E</b>                                  |
| <b>Teaching:</b>                                                                                                                                                                                   |                                           |
| Experience of undergraduate and / or postgraduate teaching within the UK Higher Education system or a UK-style Higher Education system                                                             | <b>E</b>                                  |
| Experience of design and quality control of modules, course programmes / specifications and innovative assessment methods following the best practices of a UK or UK-style Higher Education system | <b>E</b>                                  |
| Postgraduate teaching qualification and Fellowship of the Higher Education Academy (or willingness to achieve within two years of appointment).                                                    | <b>E</b>                                  |
| <b>Knowledge Exchange &amp; Scholarship:</b>                                                                                                                                                       |                                           |
| Ability to develop a programme of scholarship related to RAU strategic priorities                                                                                                                  | <b>E</b>                                  |
| Postgraduate research student supervision and examination                                                                                                                                          | <b>D</b>                                  |
| Consultancy, professional practice, business or industry experience that are relevant to RAU teaching and knowledge exchange activities                                                            | <b>D</b>                                  |

| Leadership and other skills:                                                |   |
|-----------------------------------------------------------------------------|---|
| Excellent interpersonal, verbal, and written communication skills.          | E |
| Able to travel and work away when required (nationally and internationally) | E |

## Application Procedure

If you would like to apply for this role, please submit:

- University [Application Form](#) together with the [Equal Opportunities Monitoring Form](#) available on the University website [www.rau.ac.uk](http://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](mailto:jobs@rau.ac.uk) stating where you saw the advert for the role.
- Informal enquiries can be made to Cassie Newland, Dean of Agricultural Sciences & Practice: [Cassie.Newland@rau.ac.uk](mailto:Cassie.Newland@rau.ac.uk)
- Closing date:** 14 December 2025 with **Interviews on:** 06 January 2026
- 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](mailto: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 underrepresented within the RAU at this level.**