

Senior Lecturer (Soil Science) Job Description

The Role

Job title:	Senior Lecturer (Soil Science)
Department:	Agricultural Science and Practice (ASP)
Responsible to:	Associate Dean of China Programmes
Location:	Cirencester, and locations in China, including Qingdao Agricultural University, Shandong Agricultural University and Shenyang University
Salary:	Grade 9: starting at £44,746 progressing to £56,535 Please note: it is the university's policy to appoint new staff at the bottom of the payscale, unless there are demonstrable exceptional skills and experience the candidate brings with them.
Working hours:	Full-time; 35 hrs/week
Responsibility for:	Teaching and Research

We are seeking an ambitious individual that is passionate about the national and global opportunities for soil science.

This role is focused on championing soil science and soil-focused research within agricultural or environmental contexts to help RAU students fulfil their ambitions as future agriculturalists, environmental consultants, researchers, and land-based sector professionals. Our soil and environmental science-related teaching, research and knowledge exchange is core to our mission of preparing the leaders of the future. We pride ourselves on helping the land-based sector find innovative and entrepreneurial solutions to the global challenges of the climate crisis, food security and sustainability.

In addition to having a background in the function, productivity, health, and sustainability of managed soil systems, successful applicants should possess specialist expertise in one or more of the following areas: soil health, soil biology, soil fertility and productivity, soil degradation, soil-water interactions, carbon and nutrient cycling, regenerative agriculture, soil monitoring and mapping, or sustainable soil management. This position is expected to involve an ambitious research and/or knowledge exchange programme that aligns with our science-based and practice-centred 'university without walls' approach.

The applicants will need to demonstrate a proven academic track record of research and scholarship in areas that are relevant to this role. Candidates will have a proven track record in teaching excellence. Those with practical fieldwork, consultancy or agricultural industry experience

would be particularly welcomed to impart the authentic real-world experience that is highly valued by our students.

The Purpose

The main purpose of the role is to undertake research, knowledge exchange and teaching in the discipline of soil science.

Post holder will possess an excellent understanding of the subject area gained from relevant academic and / or professional experience. They will have a proven ability to communicate this knowledge to others, in large and small groups. They will have a well-developed empathy for students, a wish to develop the student experience, through both face-to-face and online teaching.

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 undergraduate and postgraduate programmes. While the position requires the candidate to be UK based, you should expect to be working in China for a significant portion of your time. China teaching will take place in both semester one and semester two, and would not normally exceed a 7-week period in each semester (14 weeks total for the academic year). You will be provided with free staff accommodation in China, two round trip flights per annum, suitable health insurance, support with a visa application, and other related expenses, including a payment of £40 per day for subsistence when you are in China.

Post holder is expected to:

- teach across relevant RAU undergraduate and postgraduate, UK- and international-based courses. This will involve face to face lectures, seminars, tutorials, case studies, project work and marking student assignments.
- have the ability to articulate the subject material in a way that will enable the 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;
- engage in the research and scholarship required to maintain and develop their knowledge of the sector and to contribute towards its future development;
- engage in knowledge exchange activities such as consultancy and/or to support our professional development programmes. This will include establishing collaborations both within and outside the RAU, act as postgraduate supervisor and publish articles in peer-reviewed or professional journals
- You will contribute to the management, administration and coordination of parts of the teaching programme and its development, with the ability to engage and inspire students and industry stakeholders within a variety of academic settings, and be able design innovative teaching materials using a technology and interactive student focused approach.
- Appointees for this position are expected to develop a programme of research that compliments the teaching and research activities of the RAU. This will include preparing grant applications to secure external funding, establish collaborations both within and outside the RAU, act as postgraduate supervisor, publish research articles in peer-reviewed journals of international standing and actively disseminate findings to ensure maximum impact.

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.

Key Responsibilities

1. TEACHING AND ASSESSMENT

- Developing the Programme area's teaching in the discipline of soil science to ensure they are cutting edge and embrace the latest innovations in teaching and learning.
- 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.

2. RESEARCH, KNOWLEDGE EXCHANGE AND SCHOLARSHIP

- Establish or develop a programme of research and knowledge exchange (depending upon post applied for) linked to soil science.
- Contribute to the generation and delivery of consultancy and / or professional development courses
- Establish appropriate collaborations both within and outside the RAU
- Act as primary or secondary supervisor of postgraduate students
- Publish research articles in peer-reviewed or professional practice journals
- Follow RAU policies and practices including data protection and management, health and safety and ethical approval.
- Engage in the continual updating of knowledge and understanding in your field or specialism.

3. LEADERSHIP, MANAGEMENT AND ADMINISTRATION

- Manage modules, programmes and other functions as agreed.
- Attendance at academic board, programme meetings, Programme area meetings, examiners meetings and other management meetings arising from assigned responsibilities.
- Assist with the careers service to students and employers.
- Be part of the Programme area's recruitment team.
- Participate in the corporate life of the RAU as deemed relevant by the Dean of the Programme area.
- Contribute to the development of the wider University's new curriculum and academic agenda.
- Working to deadlines and targets and keeping within budgets.

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.

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

Teaching	Essential (E) or Desirable (D)
Able to engage the interest and enthusiasm of students and inspire them to develop as independent learners	E
Teaching / HEA qualification or willingness to achieve PG CAP and Fellowship of Higher Education Academy within two years of appointment	E
Experience of undergraduate and / or post graduate teaching	E
Experience of design and quality control of modules, course programmes / specifications and innovative assessment methods	E
Proven track record in research enhanced teaching	E

Research, Knowledge Exchange & Scholarship	Essential (E) or Desirable (D)
Higher degree in a cognate discipline	E
PhD in cognate discipline	E
Postgraduate research supervision and examination	D
An academic track record of research and scholarship in areas that are relevant to this role	E
Collaboration and interdisciplinary working, with researchers, consultants, funders and other partners	E
Experience of the externally-funded research process (bidding, securing, managing and completing projects)	D
Publication in peer-reviewed outlets of international standing	D
Postgraduate research supervision and examination	D

Industry and Professional experience	Essential (E) or Desirable (D)
Membership of relevant professional body	D
Management of teaching, research and/or consultancy teams to deliver high quality and timely outputs	D
Consultancy, professional practice, business or industry experience that are relevant to RAU teaching and research activities	D
Collaboration and interdisciplinary working, with researchers, consultants, funders and other partners	D

Leadership, Management & Communication	Essential (E) or Desirable (D)
Develop initiative, creativity and judgement in applying appropriate approaches to teaching and learning, support and research activities	E
Excellent interpersonal, verbal and written communication skills	E
Ability to self-motivate and to motivate others	E
Management of teams to deliver high quality and timely outputs	D

Skills	Essential (E) or Desirable (D)
Ability to use IT packages including Excel, Word and PowerPoint	E
Ability to respond to pedagogical and practical challenges, notably with the use of technological pedagogic approaches	E
Able to travel and work away when required (nationally and internationally)	E

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 Prof Xianmin Chang, Pro Vice-Chancellor (China Programmes) Xianmin.Chang@rau.ac.uk.
- Closing date:** 30 September 2026 with **Interviews on:** 20-23 October 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 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.
- Please note:** it is the university's policy to appoint new staff at the bottom of the pay scale, unless there are demonstrable exceptional skills and experience the candidate brings with them.

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.