

Lecturer/Senior Lecturer (Business and Finance - China Programmes)

Job Description

The Role

Job title:	Lecturer/Senior Lecturer in Business and Finance (China Programmes)
Department:	Department of Land and Property Management
Responsible to:	Associate Dean of China Programmes
Location:	Cirencester, and locations in China, including Qingdao Agricultural University, Shandong Agricultural University and Shenyang University
Salary:	Lecturer – Grade 8: starting at £38,784 progressing to £46,049 Senior Lecturer – Grade 9: starting at £44,746 progressing to £56,535 <u>Please note:</u> 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.
Working hours:	Full-time; 35 hrs/week
Responsibility for:	Teaching and Scholarship

We are seeking an ambitious individual who is passionate about the national and global opportunities for business, finance and enterprise education in an increasingly interconnected world.

This role is focused on championing excellence in business and finance education that can help RAU students fulfil their ambitions as future business leaders, entrepreneurs, financial professionals and innovators. Our business and finance-related teaching, scholarship and knowledge exchange are 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 climate crisis, food security and sustainability.

Successful applicants will have specialist expertise in one or more of the following areas: financial management, accounting, corporate finance, business strategy, international business, operations management, marketing management, organisational behaviour, entrepreneurship, and sustainable business in agri-food supply chains. Candidates will have a proven track record in teaching excellence and curriculum development within higher education. Those with practical business, finance, consultancy, entrepreneurial or industry experience would be particularly welcomed to impart the authentic real-world experience that is highly valued by our students.

This post will be expected to pursue an ambitious programme of scholarship, research and/or knowledge exchange that aligns with our practice-centred and internationally focused approach to education and supports the continued development of the University's China partnerships.

The 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 business, land, and agri-food 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 looking to appoint at either **Lecturer (Grade 8)** or **Senior Lecturer (Grade 9)** level, depending on the depth of your academic track record and leadership experience. The successful candidate will possess robust subject expertise in financial management, with a versatility to deliver broader business modules. While the position is 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 involve either a seven-week or ten-week period of teaching in each semester (14 or 20 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, 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 Finance, alongside key operational and strategic business modules.

Core disciplinary delivery areas include:

- Practical Business Finance and Accounts
- Global Business Environment
- Marketing Management
- People and Organisations
- Operations Management
- Sustainable Business in Agri-food Supply Chains
- Research in Organisations

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 School's teaching programmes aligned with your disciplinary expertise within the RAU's existing portfolio, spanning business, food management, entrepreneurship, and rural land economics.
- Deliver teaching through lectures, tutorials, seminars, 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 case studies, industry datasets, 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.

At Senior Lecturer Level (In addition to the above):

- Provide strategic academic leadership and management support for the China programmes, collaborating closely with the Associate Dean.
- Lead the design, development, and quality control of cutting-edge modules and course specifications that integrate real-world practices with theory.
- Develop an independent, ambitious programme of research or knowledge exchange aligned with RAU's strategic priorities; actively prepare grant applications to secure external funding and publish in peer-reviewed journals of international standing.
- Serve as a primary or secondary supervisor for postgraduate research (MSc and PhD) students.

2. RESEARCH, KNOWLEDGE EXCHANGE AND SCHOLARSHIP

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

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

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

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

Skills	LECTURER Essential (E) or Desirable (D)	SENIOR LECTURER Essential (E) or Desirable (D)
Ability to use IT packages including Excel, Word, and PowerPoint	E	E
Ability to respond to pedagogical and practical challenges, notably with the use of technological pedagogic approaches	E	E
Able to travel and work away when required (nationally and internationally)	E	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:** 01 November 2026 with **Interviews on:** 17 - 20 November 2026.
- **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.
- 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