Lecturer / Senior Lecturer

Business Management

Job Description

The Role

Job title: Lecturer / Senior Lecturer

Subject: Business Management

Department: Land and Property Management

Responsible to: Dean of Land and Property Management

Location: Cirencester (and Partner Organisations)

Salary: Lecturer (Grade 8: starting at £39,560 – progressing to £46,970) or Senior Lecturer (Grade 9: starting at £45,641 – progressing to £57,666), per annum, pro rata for part-time appointment.

Please note: it is the University's policy to appoint new staff at the starting point of the pay range, unless there are demonstrable exceptional skills and experience the candidate brings with them.

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

Responsibility for: Teaching and Scholarship

Purpose

The Royal Agricultural University (RAU) is at the forefront of developing innovative, entrepreneurial and sustainable solutions to some of the world's most pressing challenges, including food security, climate resilience, rural prosperity and the transition to net zero. A key part of achieving this mission is ensuring that our students learn from academics and practitioners who combine subject expertise with real-world insight.

We are seeking to appoint a Lecturer or Senior Lecturer in Business Management to contribute to the delivery and continued development of our Business programmes. These include the CMI-accredited BSc (Hons) Business Management, BSc (Hons) Agricultural Business Management, and MSc Business Management, alongside opportunities to contribute across the wider curriculum.

We welcome applications from individuals with expertise in marketing and business management, particularly in the following areas: Marketing Management, Changing Consumer Behaviour, Business Communication and Negotiating Skills, Global Marketing Strategy, Digital Marketing, Brand Management, Strategic Management, and Entrepreneurship and Innovation.

The successful candidate will bring either a developing or established profile in teaching, scholarship and/or professional practice, together with the ability to inspire students through the integration of academic theory and practical application. We particularly welcome applicants with knowledge and understanding of the UK higher education system, coupled with relevant subject expertise and practical industry experience in marketing, communications, business development, customer insight, or related business disciplines.

In addition to delivering high-quality teaching, the postholder will contribute to curriculum development, student support, scholarship, knowledge exchange, and engagement with industry partners. The successful candidate will play a key role in preparing graduates to become future leaders, communicators, marketers, and managers in an increasingly global and rapidly changing business environment.

As part of the application process, applicants invited to interview 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 is covered by the RAU.

Key Responsibilities

1. TEACHING AND ASSESSMENT

- Deliver teaching through lectures, tutorials, seminars, site visits, practical exercises, and other modes of delivery to undergraduate and postgraduate students.
- Create student awareness of current professional practice through experiential learning, including visits, case studies, and engagement with external speakers.
- Contribute to the development of taught programmes that are cutting edge and embrace the latest innovations in teaching and learning.
- Contribute to the ongoing development of teaching approaches that integrate real-world practices with theoretical concepts.
- Design, deliver, and mark a range of student assessments, as required by module specifications within the programmes, and carry out moderation of marked assessments.
- Supervise undergraduate and 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. SCHOLARSHIP

- Engage in relevant scholarly activity, for example collaborative projects with community partners.
- In a professional capacity, contribute to the creation and development of subject knowledge.
- Engage in knowledge exchange activities by collaborating with industry partners on key projects or consultancy work.

3. ADMINISTRATION

- Manage modules, programmes, and other tasks.
- Attend programme meetings, subject area meetings, award boards, external examiner meetings, and other management meetings arising from the assigned responsibilities.
- Assist the RAU's Careers Service to support students and engage with employers.
- Be part of the Land & Property Management recruitment team.
- 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. Line 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.

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

Education and Professional Qualifications	**LECTURER Essential (E) or Desirable (D)**	**SENIOR LECTURER Essential (E) or Desirable (D)**
Honours degree in a relevant discipline or significant equivalent professional experience.	**E**	**E**
Postgraduate qualification or evidence of substantial professional standing in a relevant field.	**E**	**E**
Postgraduate teaching qualification and Fellowship of the Higher Education Academy (or willingness to achieve within two years of appointment).	**D**	**E**

Teaching	**LECTURER Essential (E) or Desirable (D)**	**SENIOR LECTURER Essential (E) or Desirable (D)**
Knowledge and understanding of the UK higher education sector and/or equivalent learning environments.	**D**	**E**
Experience of module design, module leadership, assessment, and quality assurance processes.	**D**	**E**
Ability to deliver engaging teaching to undergraduate and/or postgraduate students.	**E**	**E**

Ability to create an inclusive and supportive learning environment.	**E**	**E**
Ability to incorporate industry practice, case studies and experiential learning into teaching.	**E**	**E**
Experience of supervising undergraduate and/or postgraduate research projects.	**D**	**E**
Demonstrable expertise in one or more of the following: Marketing Management, Digital Marketing, Consumer Behaviour, Brand Management, Global Marketing Strategy, and Marketing Communications.	**D**	**D**

Scholarship	**LECTURER Essential (E) or Desirable (D)**	**SENIOR LECTURER Essential (E) or Desirable (D)**
Ability to engage in scholarly activity and contribute to subject development.	**E**	**E**
Evidence of knowledge exchange, consultancy, collaborative projects, and / or industry engagement.	**D**	**E**
Ability to develop partnerships with industry, professional bodies and external stakeholders.	**D**	**E**
Evidence of leadership in scholarship, curriculum innovation or academic development.	**D**	**E**

Professional and Industry Experience	**LECTURER Essential (E) or Desirable (D)**	**SENIOR LECTURER Essential (E) or Desirable (D)**
Relevant professional experience within marketing, communications, business development, customer insight, commercial management, or related business disciplines.	**D**	**E**
Ability to translate professional experience into student learning and employability outcomes.	**D**	**E**
Established professional networks relevant to the role.	**D**	**E**
Membership of a relevant professional body.	**D**	**D**

Personal Attributes	LECTURER Essential (E) or Desirable (D)	SENIOR LECTURER Essential (E) or Desirable (D)
Excellent communication and interpersonal skills.	**E**	**E**
Ability to work collaboratively across disciplines and with external partners.	**E**	**E**
Commitment to equality, diversity and inclusion.	**E**	**E**
Commitment to continuous professional development.	**E**	**E**
Ability to contribute positively to the wider academic community.	**E**	**E**

Application Procedure

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

- University Application Form together with the Equal Opportunities Monitoring Form – you may attach your up to date CV if you wish to add additional information. **Please ensure your application clearly demonstrates how your skills, knowledge and experience meet the essential and desirable criteria set out in the Person Specification.** You may find it helpful to structure Part 5 of the Application Form around these criteria.
- 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 vacancies@rau.ac.uk
- Informal enquiries can be made to Professor Duncan Westbury, Dean of Land & Property Management: Duncan.Westbury@rau.ac.uk
- **Closing date:** 19 November 2026 with **Interviews on:** 8 and 9 December 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.

The RAU is an equal opportunities employer and we welcome applications from all regardless of ethnicity, gender, age, or sexuality.