

Lecturer in Management

Job Description

The Role

Job title:	Lecturer in Management
Department:	Head of School of Real Estate and Land Management
Location:	Cirencester and Swindon, with a significant opportunity to work globally, particularly in China
Salary:	Grade 8: £34,304 - £40,927 dependant on experience
Responsibility for:	Teaching a range of management subjects including business taxation and finance, economics and farm business management
Hours:	Fulltime;
Term:	Permanent

The Purpose

The main purpose of the role is to teach undergraduate and Masters modules in a range of management areas including, but not limited to, business taxation and finance, economics and farm business management. This expertise will have ideally been acquired through academic practice and experience in the business sector, in the UK and/or internationally.

Appointees are to possess an excellent understanding of the subject area and a proven ability to communicate this knowledge and the analytical skills which underpin it to others. You will contribute to the management, administration and coordination of parts of the teaching programme and its development, and also to personal tutoring and dissertation supervision. There is also an expectation that you will engage in research, consultancy and/or support for our professional development programmes. You will have a teaching qualification or willingness to obtain one.

You should have a first degree in any area of management or a cognate discipline, and an earned PhD in an area of management relevant to the RAU. You should also have a postgraduate teaching qualification and, ideally, a professional qualification relevant to your subject. While we would like to appoint an experienced HE academic, we will also consider applications from those at the start of their career and those proposing to change career.

Key Responsibilities

Teaching and Assessment

- Deliver teaching through lectures, tutorials, seminars, case studies field excursions, practical exercises and other modes of delivery to undergraduate and postgraduate students.
- Be on the campus five days per week throughout each semester.
- Develop the University's teaching programmes in management to ensure that they are and remain cutting edge and embrace the latest innovations in teaching and learning, as well as the latest innovations in industry.
- Develop students' analytical skills, across all programmes.
- 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).
- Contribute to the generation and delivery of professional development courses.

Scholarly and Professional Activity

- Engage in a programme of academic research and scholarship.
- Engage in on-going professional development.
- Attend and contribute to relevant congresses and conferences to develop the wider agenda and to promote the RAU's programmes.

Administration

- Lead modules and undertake other functions, as agreed with your Head of School.
- Attend programme meetings, School meetings, examiners meetings and other management meetings arising from assigned responsibilities.
- Assist with the careers service to students and employers.
- Be part of the School recruitment team, including attending open days and undertaking school's liaison work.
- Participating in the corporate life of the RAU as deemed relevant by your Head of School.
- Contribute to the development of the University's curriculum and academic agenda.

Skills and Experience

- Some experience of teaching in the Higher Education Sector including experience of teaching at undergraduate and Masters' level, together with a relevant teaching qualification (e.g. FHEA)
- Expertise in business taxation and finance; ability to teach economics and farm business management would be an advantage.
- Experience of programme management and design.

Person Specification

Requirements The post holder must be able to demonstrate:	Essential (E) or Desirable (D)
Teaching:	
Able to engage the interest and enthusiasm of students and inspire them to develop as independent learners	E
Teaching / HEA qualification (within first 12 months of contract)	E
Experience of undergraduate and / or postgraduate teaching	E
Experience of design and quality control of modules, course programmes / specifications and innovative assessment methods	E
Professional experience and qualifications in a relevant subject area	D
A first degree in management and a PhD in any area of management relevant to the RAU	E
Postgraduate research supervision and examination	D
Consultancy or professional practice interests that are relevant to RAU teaching and research activities	D
Collaboration and interdisciplinary working, with researchers, consultants, funders and other partners	D
Leadership, management and communication:	
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 teaching, research and/or consultancy teams to deliver high quality and timely outputs	E
Skills:	
Ability to use IT packages including Excel, Word, Access 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

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.

Staff Benefits

We offer a range of Staff Benefits including a 35-hour working week, a generous 30 days annual leave entitlement plus bank holidays (pro rata for part time posts), pension scheme, free and guaranteed parking on campus and free shuttle bus from campus to Cirencester town centre, discounted catering facilities, discounted onsite gym, free library services, employee assistance programme, occupational health and counselling services, cycle to work scheme 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 one of these positions, 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. Please quote job number: RAU2258
- Informal enquiries can be made to William Leschallas, Head of School of Real Estate and Land Management – william.leschallas@rau.ac.uk
- **Closing date:** 23rd August, 2022 with **Interviews on:** 6th September 2022.
- 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.