



SENIOR LECTURER/PRINCIPAL LECTURER IN RURAL LAND AND PROPERTY MANAGEMENT

Briefing Pack – August 2017

Introduction

The Royal Agricultural University (RAU) is going through a period of exciting and dynamic change. At the forefront of agricultural education since our foundation as the Royal Agricultural College in 1845, the University now has some 1,200 undergraduate students from over 45 different countries studying at our historic campus, set in 25 acres of magnificent grounds in the heart of the Cotswolds. A full University since 2013, the RAU is an acknowledged leader in education and applied research relevant to the land-based industries.

Our recently appointed Vice-Chancellor, Professor Joanna Price, is leading a process of strategic repositioning for the RAU.

The University

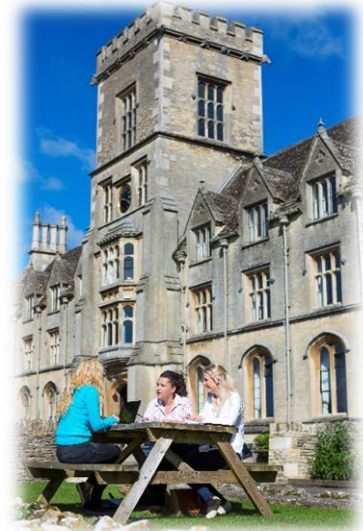
The RAU offers undergraduate, masters and doctoral programmes with a focus on combining academic rigour with practical application across a range of academic disciplines. Courses are managed and taught by experienced staff and specialist consultants, many of whom are still engaged in professional practice.

Students can choose from more than 30 different degrees, at undergraduate and postgraduate level. Well-established undergraduate degrees include Rural Land Management, Real Estate, Agriculture, Food Production and Supply Management, Business and Enterprise, Environment, and International Equine and Agricultural Business Management. In some subjects, there is also the opportunity for students to progress from Foundation to BSc Honours degrees. At postgraduate level the RAU offers a range of taught MSc programmes.

The University offers a stimulating learning environment designed to address the changing needs of the employment market by combining high academic standards with practically applied research, enhanced by strong industry links. As a result, the RAU produces leaders and innovators across the food and land-based industries.

A Brief History

The University, known as the Royal Agricultural College (RAC) until 2013, was established in 1845 with Earl Bathurst as President. Funds were raised by public subscription with much of the support coming from the wealthy landowners and farmers of the day. Earl Bathurst leased a site to build the College, and construction in the Victorian Gothic style began in April 1845. Queen Victoria granted the Royal Charter to the College in the same year, and Sovereigns have been Patrons ever since, visiting the University in every reign. His Royal Highness the Prince of Wales became President in 1982. The University motto is 'Arvorum Cultus Pecorumque'; a quotation from Virgil's Georgics meaning 'Caring for the Fields and the Beasts' and this is a major part of the University's core values today.



From its early days, the College was staffed with innovators and pioneers, and made a considerable impact on farming practice and agricultural science. The first modern degree programme, which started in 1984, was a BSc (Hons) degree in Rural Land Management. The RAC had been independent of government control from its foundation until 2001, when it first received funding from the Higher Education Funding Council for England (HEFCE), allowing it to widen access to its courses to students of all backgrounds. In 2013, the Privy Council awarded the College full University Status, in recognition of its provision as a higher education institution.

The Centres for Rural Land Management & Real Estate

The Centres for Rural Land Management and Real Estate (CRLM/CRE) in their various guises has been offering land and estate management teaching since the 1930s and currently have four programmes accredited within the RAU's partnership with the RICS:

- BSc (Hons) Rural Land Management (three years full time)
- MSc Rural Estate Management (one year full time)
- BSc (Hons) Real Estate (three years full time)
- MSc Real Estate (one year full time)



In addition the Centre for Real Estate offers a BSc (Hons) Real Estate Valuation, accredited by IRRV, and delivered by blended learning. Alongside our provision of full time programmes we provide a menu of CPD courses within the Centres and staff contribute to corporate training organised by the University's Business Development Centre. The Centres also offer MSc and PhD research degrees.



Staff engage in research and consultancy and deliver papers at relevant conferences both nationally and internationally. Our current clients for research and consultancy include RICS, DEFRA, Local Authorities, charitable trusts and private development companies.

There is a growing research programme that embraces sustainable land use and development, renewable energy and energy efficiency, property market investment and analysis, land use and agricultural policy development and evaluation, and real estate in emerging markets.

The Role

Post Title:	Senior Lecturer/Principal Lecturer in Rural Land and Property Management
Reports To:	The Head of Centre for Rural Land Management
Location:	Cirencester, Gloucestershire
Term:	Permanent

Scope of Role

As part of our expanding programme of teaching and research the Centres for Rural Land Management and Real Estate are now looking to appoint new academic positions. You will be joining an established team of academics and a successful Centre where you will play a key role in one of its core disciplines. You will be teaching across a range of undergraduate and postgraduate programmes in property related disciplines and will also carry out research and consultancy and contribute to the administration of the Centre and the University. Discipline areas of particular interest include planning and development (rural and urban); rural property management (including the management, development and letting of rural residential and commercial properties), professional practice matters (including client care, ethics and the standards required of RICS members and firms), farm buildings (the requirements, design and specification of) and rural valuation (both capital and rental valuations).

As part of a multi-disciplinary team, new members of the Centre will be encouraged to engage in teaching, new programme development, research, writing, training and consultancy. This provides a varied, stimulating and rewarding career challenge.

Normal duties would include regular delivery of lectures, tutorials, seminars and practical exercises throughout the teaching semesters. The post holder would be an examiner in the designated subjects and would be required to set and mark coursework and examinations, provide guidance to the students, supervise and mark dissertations and engage in the administration of the academic functions. Teaching delivery may include face to face and on-line, and opportunities for teaching in international locations may be available.

Administrative functions may include programme or module (subject) leadership, membership of programme management boards, membership of programme development teams, and membership of academic committees. Lecturing staff also engage in the promotion of our programmes and take part in recruitment activities.

You will also contribute to the programme of CPD courses, develop new course initiatives in your field of experience and contribute to the consultancy function. Consultancy is wide ranging and has included international instructions. Lecturing staff are also expected to contribute to the research profile of the University through individual or collaborative research.

All staff engage in a programme of personal and professional development to meet objectives agreed with the Head of Centre and this may focus on development of lecturing skills and training for education in the case of an appointment of a candidate with no prior lecturing experience. University staff are committed to achieving membership of the Higher Education Academy and support for PGCAP or higher degree registration is available. The appointee would be assigned a mentor who would provide support and guidance during at least the first year of appointment. The mentor would be an experienced member of the teaching team.

Key Responsibilities

Teaching and Assessment

- Deliver teaching through lectures, tutorials, seminars, practical exercises and other modes of delivery to undergraduate and postgraduate students.
- Engage in on-going personal teaching development, including completion of a Postgraduate Certificate in Academic Practice (if PGCAP, or equivalent, if not already held).
- Design, deliver and mark a range of assessments, as required by programme specifications and directed by the Centre Head.
- Supervise undergraduate and postgraduate student dissertations.
- Create student awareness of current surveying practice through visits, case studies and visiting speakers.
- Contribute to the generation and delivery of professional development courses.

Scholarly and Professional Activity

- Promote and maintain links with relevant professional bodies, contribute to their function and seek opportunities to promote the University, the Centre and its students to the rural land management and real estate professions.
- Engage in a programme of research and consultancy.

Administration

- Manage modules, programmes and other functions as directed by the Head of Centre and attend programme meetings, Centre meetings, examiners meetings and other management meetings arising from assigned responsibilities.
- Assist with the careers service to students and employers and provide advice on careers in the surveying profession.
- Actively engage in student recruitment.
- Such other tasks as may be requested by the Head of Centre.

Skills and Experience

Applicants should have a relevant undergraduate or postgraduate degree and professional qualification, or substantial higher education teaching experience in relevant areas. Level of appointment would be dependent on qualifications and experience.

It is anticipated that the post holder would have some professional practice experience in the public or private sector and be able to deliver a curriculum in one or more of the areas of study outlined in the job specification.

The Centres currently have eleven chartered surveyors contributing to their suite of programmes, together with a number of high profile visiting academics and real estate professionals.

Applicants with the desire to pursue new initiatives to help keep RAU at the forefront of education for the land and property sector are particularly encouraged.

Behaviours

Acts as a role model:

- Collaborates with key stakeholders both within the University and with external bodies building strong relationships and creating a positive perception of RAU. In particular, the ability to engage academic colleagues and students to secure their engagement in new teaching initiatives is important
- Promotes the core values of the RAU
- Is approachable, consistent, honest and direct in dealing with others

Shapes the future:

- Creates a vision and is able to bring others on board by creating a compelling story which excites and engages students at all levels
- Is inwardly and outward facing, constantly seeking best practice and applying it in a way which is appropriate for RAU

Inspires others:

- Shows positivity and optimism
- Is a great communicator, gaining respect and being credible with diverse stakeholder groups
- Connects with others and proactively builds relationships
- Actively listens and acts on feedback

Delivers results:

- Embraces personal accountability
- Successfully achieves against targets
- Makes effective decisions taking into account appropriate data and views of others
- Plans effectively and ensures self and others follow things through to completion

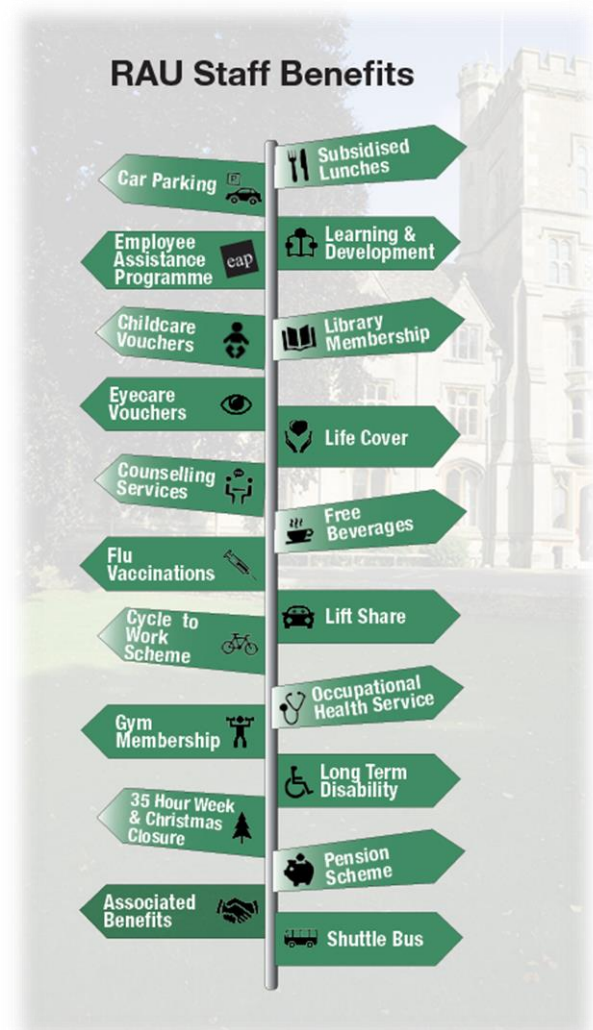
Our Benefits

We have over 200 dedicated employees, who are proud to work for us. Over the last year, we have continued to invest in our people. Whether our people are permanent, or join us for a few months, we genuinely take their reward, health, wellbeing and development seriously.

We believe in investing in development and happiness at work and have a good range of benefits for our people which include:

General Working Benefits

- Magnificent historic offices and grounds in the Capital of the Cotswolds
- Free and guaranteed parking on campus
- Complimentary hot beverages throughout your working day
- Complimentary shuttle bus from campus to Cirencester Town Centre
- Free Library membership with access to thousands of print books and journals as well as electronic media



Reward and Recognition

- A generous 30 days for senior and academic staff (Grade 8 upwards) pro rata per annum in addition to 8 statutory bank holidays for all. An additional week's holiday during the Christmas closure period is given at the Vice-Chancellor's discretion
- Learning and development opportunities including RAU Management Training Programme

Financial Benefits

- We offer a competitive salary to attract and retain great people. We reward performance enabling you to progress through your pay band
- If you become ill, you are entitled to our sickness pay benefit scheme after a qualifying period of six months
- Access to RAU Car Share scheme
- Childcare vouchers

Health and Family Benefits

- We'll do everything we can to help you find a healthy work-life balance. Our people can sometimes work flexible work patterns i.e. in job shares and part-time
- Our Employee Assistance Programme ensures you have unlimited access to a 24-hour free, confidential telephone helpline. The service gives you free advice on a wide variety of issues such as legal and financial information and counselling services
- Free membership of the gym on campus
- Cycle to Work scheme
- Occupational Health Service
- Free annual flu vaccination
- Eye care vouchers for eye examinations and contribution toward VDU glasses

Pension Schemes

- 'Teachers' Pension' (for academic staff) - employees contribution according to salary scale – between 7.3% and 11.7% - RAU contributes at 16.48%. Life Assurance is an additional benefit (three times annual salary)

Application Process:

If you are interested in applying for this role, please send:

- Your up-to-date CV or an application form (application forms are available on the University website www.rau.ac.uk)
- A covering letter explaining your interest and motivation for applying, along with how your experience and qualifications suit you for the role
- Details for three professional or academic referees which will be obtained prior to interview

Please forward to the People Team, Royal Agricultural University, Cirencester, Gloucestershire, GL7 6JS or via email to people.team@rau.ac.uk.

Closing date for application forms is: 13 October 2017

Interview date: 13 November 2017