



Lecturer / Senior Lecturer in Finance
Briefing Pack – December 2019

Introduction

The Royal Agricultural University is looking to appoint an experienced academic within the subject discipline of Finance - related to the fields of agriculture, land and rural enterprise - who will play a critical role in shaping the University's academic teaching in this area.

A full University since 2013, the Royal Agricultural University is an acknowledged and long established leader in education, applied research and knowledge exchange relevant to the agri-food, land management and rural enterprise sectors and has well established links with employers, government and a range of NGOs.

The University is going through a period of transformational change. The Vice-Chancellor, Professor Joanna Price, and the new leadership team have developed a strategic vision for the RAU that will ensure both relevance and sustainability.

This academic appointment to the School of Business and Entrepreneurship should provide a 'hands on' approach to teaching excellence and subject leadership, ideally with an established background in the Higher Education sector, industry-relevant research and knowledge exchange. You will bring a new perspective and will work closely with the Head of School to create a compelling vision for the subject area that aligns with the University's strategic plan. You will be able to demonstrate an ability to work with industry stakeholders and academic partners to provide sustainable and innovative solutions that support student experience and teaching excellence.

The University

The University offers a stimulating, supportive learning environment designed to address the changing needs of the employment market by combining high academic standards (it was awarded TEF silver) with practically applied research, enhanced by strong industry links. As a result, the RAU produces leaders and innovators across the land-based industries. The University is divided into four academic schools, each with a Head of School appointed in the last two years:

- School of Agriculture, Food and the Environment (Professor Mike Gooding)
- School of Business and Entrepreneurship (Dr David Bozward)
- School of Equine Management and Science (Dr Andrew Hemmings)
- School of Real Estate and Land Management (Professor Neil Ravenscroft)

The RAU offers undergraduate, masters and doctoral programmes 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 a range of degrees, at undergraduate and postgraduate level. Well-established undergraduate degrees include Rural Land Management, Real Estate, Agriculture, International Business Management, and International Equine and Agricultural Business Management. At postgraduate level the RAU offers a number of taught MSc and MBA programmes.

The University has also established a ground-breaking partnership with the Countryside and Community Research Institute (CCRI) at the University of Gloucestershire and the University College of Estate Management (UCEM), to plan and develop a new suite of innovative courses focused on sustainability and sector leadership for the 21st Century. We are working closely with a range of major agri-food and rural businesses in the UK and internationally, to develop a new generation of talented and well-equipped rural asset managers and leaders who can grasp the challenges of future sustainable and resilient business and policy development.

The University has secured HEIF funding to support an exciting new Knowledge Exchange strategy. This will help industry navigate change and uncertainty making it possible to tackle big challenges more effectively delivering societal benefit and impact. With a focus on pioneer farmer-led innovation, it will act as an accelerator of rural enterprise enhancing the RAU's reputation for thought leadership for the informed development of evidence-based policy and strategic thinking.

The university has recently invested in a number of business and entrepreneur facing facilities:

- £2.9m Farm491, an innovative new agri-tech business incubator where students and business leaders can learn from expert advisers.
- £1.2m Rural Innovation Centre as a knowledge hub for students wishing to improve their rural skills training and on-farm resource for the wider community.
- 2.6 hectare vineyard that produces and bottles wine to be marketed commercially as a University run social enterprise.
- £1.25m Growth Hub, opening in 2018 providing a dedicated business support to start-up companies within Gloucestershire, helping them to accelerate their growth and exploit their full potential.

The School of Business and Entrepreneurship

The School of Business and Entrepreneurship (SBE) delivers business education to students across the RAU as well as engaging in research, consultancy and professional training. There are currently over 180 students studying within the School.

The School currently delivers six taught programmes to prospective students:

- FdSc Business and Enterprise
- BSc (Hons) International Business Management
- BSc (Hons) International Business Management (Agri-food)
- BSc (Hons) Rural Entrepreneurship and Enterprise
- MSc Business Management
- MBA Innovation in Sustainable Food and Agriculture

In addition, the following research degrees are offered:

- MSc Research Degree Programme
- PhD Research Degree Programme

All of our undergraduate students undertake a work placement as part of their programme, which allows them to gain valuable experience and see how what they are learning is used in practice. All of our honours degrees have dual accreditation from the Chartered Management Institute (CMI). Academic staff also provide 'flying facility' teaching to Universities in China.

The School provides a range of Knowledge Exchange activities through a menu of CPD courses and corporate training, consultancy and through local and international networks. Academics engage in research delivering papers at relevant conferences both nationally and internationally. Research activity within the School is currently around farmland pricing models, rural business leadership, animal trading patterns, agricultural entrepreneurship skills, food labeling and rural tourism.

The School runs a university wide multi award-winning Enterprise and Entrepreneurship Programme, which has supported many students in starting their own successful businesses. The programme offers First Steps Funding to help students test their business idea and provides help and guidance at all levels of business start-up. The quality and success of the programme is illustrated by the following:

- Enterprising Learning provider of the year 2019
- Guardian University Awards; Runner up in 2016 and Finalist in 2018 in the Entrepreneurship Category
- Duke of York Award for University Entrepreneurship; Finalist 2016 and 2017
- Finalist National Association of College and University Entrepreneurs; Student Entrepreneur of the Year 2016
- Business Innovation of the Year winner 2016 (Cirencester Business Awards)
- RAU Green Impact Award – Winner 2016 in both the Innovation category (for EEP inclusion of sustainability for start-ups and Community Engagement) and entrant into the national competition representing the RAU.
- Winner Cirencester Business Awards; Business Innovation 2016

The University recently become a centre of excellence for enterprise and entrepreneurship education through the Institute of Enterprise and Entrepreneurs (IOEE), one of only six in the UK.

The Role

Post Title:	Lecturer / Senior Lecturer in Finance
Reports To:	Head of School Business and Entrepreneurship
Location:	Cirencester, Gloucestershire
Term:	Fulltime Permanent
Responsibility for:	Teaching Business Finance related to agriculture, land management and rural enterprise, and advancing the discipline through academic scholarship
Salary:	Lecturer: Grade 8 £33,797 - £40,322 DOE Senior Lecturer: Grade 9 £39,152 - £49,553 DOE

Role Purpose

The main purpose of the role is to teach Business Finance as applied to the agriculture, food and land-based sectors, focusing on financial statements, financial management, corporate finance, farm business financing and financial decision making. Some teaching in property finance and taxation may also be expected, while all staff should be prepared to undertake short periods of teaching in China, on one of our partnership programmes. Ideally, candidates will have experience of both academic and industrial practice, and will have a teaching qualification or willingness to obtain one.

Appointees are expected to teach across our undergraduate and postgraduate courses, will possess an excellent understanding of their subject area and a proven ability to communicate this knowledge to others. You will contribute to the management, administration and coordination of parts of the teaching programme and its development. You will contribute to the multi-award winning Enterprise and Entrepreneurship programme through activities such as academic support, research publications, government policy submissions and student development. There is also an expectation to engage in consultancy and/or support our professional development programmes.

While this is a teaching focused role, the University encourages engagement in scholarly or pedagogical development in your subject area. As a member of Academic Board you will have an opportunity to help shape and deliver change as the University develops the strategic plan and develops a revised curriculum that focuses on the student experience and employability. You will have a degree in Finance, or a relevant subject area, and ideally a PhD. For appointment at senior lecturer grade a PGCE or equivalent higher education teaching qualification is required. Successful candidates without a teaching qualification will be supported to gain one within the first two years of employment.

While we would like to appoint an experienced HE academic, we will also consider applications from those at the start of their career.

Key Responsibilities

Teaching and Assessment

- Deliver teaching through lectures, tutorials, seminars, field excursions, practical exercises and other modes to undergraduate and postgraduate students.
- Developing the School's teaching programmes in Business Finance to ensure they are cutting edge and embrace the latest innovations in teaching and learning.
- 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 scholarship.
- Engage in on-going professional development, including completion of a Postgraduate Certificate in Academic Practice (PGCAP or equivalent, if not already held).
- Attend and contribute to relevant congresses and conferences to develop the school's wider agenda and to promote the RAU's programmes.
- Identify opportunities for Business Finance, through interaction, engagement and networking with students, employers, investors and sector specialists.

Administration

- Manage modules, programmes and other functions.
- Attendance at academic board, 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.
- Participate in the corporate life of the RAU as deemed relevant by the Head of School and Director for Education.
- To contribute to the development of the University's new curriculum and academic agenda.

Skills and Experience

- Ideally proven experience of teaching in the Higher Education sector, at least up to Masters level.

- Expertise in agri-food finance and taxation would be particularly welcomed.
- Experience of programme management and design would be an advantage.
- Experience of business development in the private sector.
- Previous experience of independent research and /or consultancy would be an advantage.
- Proven experience of leading or influencing teams.
- Working to deadlines and targets and keeping within budgets.

Application Procedure:

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

- A University [Academic Application Form](#) together with the [Equal Opportunities Monitoring Form](#) available on the University website www.rau.ac.uk) – Please attach your up to date CV to add additional information.
- 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.

In this first instance, for an informal discussion about the position, please contact the Head of School of Business and Entrepreneurship, Dr David Bozward at David.bozward@rau.ac.uk or the Director for Education, Professor Neil Ravenscroft at neil.ravenscroft@rau.ac.uk

Please forward to the Human Resource, Royal Agricultural University, Cirencester, Gloucestershire, GL7 6JS or via email to jobs@rau.ac.uk.

Closing date for application forms is: 18th February 2020 with **Interview on:** 28th February 2020.