



**Lecturer / Senior Lecturer / Associate Professor in Property
Finance and Investment**
Briefing Pack – October 2019

Introduction

The Royal Agricultural University wishes to appoint an experienced academic within the subject discipline of property finance and investment who will play a critical role in shaping the University's academic teaching in this subject area, in the UK and with its partner universities in China.

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 land management, real estate, agri-food and rural enterprise sectors and has well established links with employers, government and a range of NGOs.

The University has gone 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 Real Estate and Land Management should provide research leadership in the field of property together with a 'hands on' approach to teaching excellence and subject leadership, ideally with an established background in the Higher Education sector. You will bring a new perspective to the study of property finance and investment and will work closely with the Head of School and programme leads 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 external stakeholders and academic partners to provide sustainable and innovative solutions that support student experience and teaching excellence. In particular, you will be expected to take a lead role in developing a new MSc in International Real Estate, working closely with our established partner, Shandong Agricultural University, China, and with other partners with whom we are currently developing programmes and associated initiatives. You must therefore be willing and able to undertake international work, including some lecturing on our China programmes. We expect your commitment to the MSc programme and international collaboration to account for one-third of your time, with the remainder allocated to teaching undergraduate and postgraduate subjects related to property finance & investment, and to undertaking research and knowledge exchange activities in any area of real estate.

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 professional and industry links. As a result, the RAU produces leaders and innovators across the land and property-based professions and industries. The University is divided into four academic schools, each with a recently-appointed Head of School:

- 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)

These schools offer 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 also 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, 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 number of taught MSc programmes, including MSc Real Estate (and the proposed MSc International Real Estate). The RAU validates degrees for a number of land-based Further Education Colleges and currently has a programme of franchised degrees with one provider. Expanding our partnership programme with Colleges, Schools and other institutions, in the UK and globally, is a key strategic goal.

The University has also recently 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 deliver 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 rural and agri-food 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 initiative secured HEFCE (now OfS) Catalyst funding.

The University has secured HEIF funding to support an exciting new Knowledge Exchange strategy. Central to this is the development of a Knowledge Hub that helps industry and professionals navigate change and uncertainty making it possible to tackle big challenges more effectively delivering societal benefit and impact. The hub provides a focus to pioneer farmer and business-led innovation, acts as an accelerator of rural enterprise and is a centre 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 initiatives and facilities, including:

- The Alliston Centre, a £2.4m agri-tech innovation and enterprise hub that offers a flexible, high-tech research and office environment that supports small start-ups, established businesses and individual entrepreneurs to thrive and collaborate.
- Farm491, a £2.9m innovative new agri-tech business incubator located in the Alliston Centre, where students and business leaders can learn from expert advisers.
- Rural Innovation Centre, a £1.2m knowledge hub for those wishing to improve their rural skills training and an on-farm resource for the wider community.
- The Cotswold Hills Vineyard, which produces and bottles wine that are marketed commercially as a University run social enterprise.
- The Growth Hub, a £1.25m dedicated business support service for start-up companies within Gloucestershire, helping them to accelerate their growth and exploit their full potential.
- The Cultural Heritage Institute in Swindon, which fosters a new understanding of the role of cultural heritage in people's quality of life, through initiatives such as heritage-led regeneration of both urban and rural environments.
- RAU is one of only 6 UK universities to be made a Centre of Excellence by the Institute of Enterprise and Entrepreneurs (IOEE).

The School of Real Estate and Land Management

The School of Real Estate and Land Management (RELM) delivers urban and rural land and property education to students across the RAU as well as engaging in research, consultancy and professional development. There are currently over 200 students studying within the School. The Head of School, Professor Neil Ravenscroft MRICS was appointed in March 2019 and leads an established team of experienced academics and professionals in a successful school with an outstanding reputation for developing the next generation of land and property professionals, in the UK and beyond.

The School currently delivers four taught programmes in the UK:

- BSc (Hons) Real Estate
- BSc (Hons) Rural Land Management
- MSc Real Estate
- MSc Rural Estate Management

And one programme at Shandong Agricultural University, PR China:

- BSc Land Resource Management and International Real Estate Business Management

In addition, the following research degrees are offered:

- MSc Research Degree Programme
- PhD Research Degree Programme

All of our honours degrees are accredited by the Royal Institution of Chartered Surveyors, and our undergraduate students are required to undertake a work placement as part of their programme, which allows them to gain valuable workplace experience prior to applying for graduate jobs.

The School provides a range of Knowledge Exchange activities through a number of CPD courses and training events, consultancy and contract research. Research activity within the School is currently focused on farmland prices (RICS/RAU Land Survey), access to land, ecology and environmental land management, people-environment relationships and community supported agriculture.

The Role

Post Title:	Lecturer / Senior Lecturer / Associate Professor in Property Finance and Investment
Reports To:	Head of School of Real Estate and Land Management
Location:	Cirencester, Gloucestershire, but with a significant opportunity to work globally, particularly in China
Term:	Fulltime; Permanent
Responsibility for:	Teaching Property Finance and Investment, and related subjects, developing and running the MSc International Real Estate programme and leading research in the general field of real estate
Salary:	A competitive package is available to the right candidate

Role Purpose

The main purposes of the role are: to develop and run the MSc International Real Estate programme; to provide leadership in research in real estate; and to teach property finance and investment as applied to the real estate and rural land management sectors, focusing on the development of analytical skills relating to finance, investment, development appraisal, taxation and big data. This expertise will have ideally been acquired through academic practice and experience in the real estate sector, in the UK and/or internationally.

Appointees are expected to teach across our undergraduate and postgraduate courses, in the UK and internationally, will 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 degree in Real Estate, Property Finance or Property Investment, or a related subject, and should ideally have a postgraduate qualification or evidence that you are prepared to continue your own education through research and continued professional development. You should also ideally have a professional qualification relevant to your subject. Those seeking appointment to Associate Professor should possess a doctorate in a field related to real estate, should have evidence of obtaining research funding and should have an established track record of publications.

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.
- Develop the School's teaching programmes in Property Finance and Investment 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 the profession and 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, 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 wider agenda and to promote the RAU's programmes.
- Identify opportunities for Property Finance and Investment, through interaction, engagement and networking with students, employers, investors and sector specialists.

Administration

- Develop and manage a new MSc in International Real Estate.
- Lead modules and undertake other functions, as agreed with your Head of School.
- Attend 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, including attending open days and undertaking schools liaison work.
- Participating in the corporate life of the RAU as deemed relevant by the Head of School and Director for Education.
- Contribute to the development of the University's curriculum and academic agenda.

Skills and Experience

- Some experience of teaching in the Higher Education Sector; those seeking appointment to Senior Lecturer must demonstrate proven experience of teaching at undergraduate and Masters' level, together with a relevant teaching qualification (e.g. FHEA) or willingness to achieve such a qualification within the first year of service. Those seeking appointment to Associate Professor must in addition demonstrate a track record of research outputs and funding.
- Expertise in Property Finance and Investment as applied to real estate and land management would be particularly welcomed.
- Experience of programme management and design.
- Proven experience of leading or influencing teams.
- Working to deadlines and targets and keeping within budgets.
- Depending on the level of appointment, possession of relevant post graduate and professional qualifications (e.g. PhD, MBA, MRICS).

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 of three referees, of whom at least one should be an academic referee.

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

Closing date for applications is: 14th January 2020 with Interview on: 24th January 2020