

Post Doctoral International Teaching Fellow in Agriculture and Environmental Science

Candidate Information Pack – June 2021



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About the Royal Agricultural University

The Royal Agricultural University has been at the forefront of agricultural education and a key contributor to the land-based sector for over 175 years.

Our heritage

The Royal Agricultural College (RAC), now the Royal Agricultural University (RAU), was the first agricultural college in the English-speaking world. The first 25 students were admitted in September 1845.

From its early days, the College was staffed with innovators and pioneers and made a considerable impact on farming practice and agricultural science. In 2013, the Privy Council awarded the College full University Status with Taught Degree Awarding Powers, in recognition of its long record in the provision of higher education.

The present

The RAU has some 1,200 students studying a range of subjects, including agriculture, animal science, business, environment, equine science, farm management, food, real estate and rural land management. Set on the edge of Cirencester in the beautiful Cotswold countryside, its small size provides an exceptional sense of community amongst students and staff, which supports, develops and encourages students from all backgrounds to achieve their ambitions. In addition, it has recently established the RAU Joint Institute of Advanced Agri-Technology at Qingdao Agricultural University in China where, by 2024, 1,200 Chinese students will be studying for double degrees in agriculture, environment, food production and supply management, and business management.

The University motto is 'Arvorum Cultus Pecorumque', a quotation from Virgil's Georgics, meaning 'Caring for the Fields and the Beasts'. This maxim has been enduringly relevant for a University which, in every area of its activity, has worked to promote sustainable use of the land, safeguard the environment and animal welfare and the wellbeing of rural communities. The RAU prides itself on combining subject expertise with industry connectivity and an innovative, forward thinking, enterprising approach. This opens doors for students, and RAU graduates are well prepared for successful careers in their chosen field, whether that be leading innovation and change in industry, informing future land-based policy, or setting up their own businesses.



The future

Since 2016, the RAU has achieved significant progress against its strategic plan and has delivered transformation and change. The RAU has redefined its purpose as "to cultivate care for the land and all that depend on it".

Core elements of the strategy include:

- Growing and diversifying the student community by providing an outstanding student experience and excellent employment outcomes. Innovative programmes will be informed by the evolving needs of industry and designed for learners at all stages of life, delivered via traditional and online learning platforms.
- Establishing a Knowledge Hub that will help industry navigate change and uncertainty making it possible to tackle big challenges more effectively, thereby delivering societal benefit and impact. The Hub will provide a focus to catalyse farmer-led innovation, act as an accelerator of rural enterprise and become a centre for thought leadership for development of evidence-based policy and strategic thinking.
- Becoming a sustainable, efficient organisation that can fund a continuing investment in its physical, digital and human infrastructure, ensuring a continually improving and excellent experience for students and staff.

"The RAU's mission is to equip a new generation to thrive through change"



- Partnering with land-based colleges and schools to extend and diversify the student community. The University will foster thriving linkages to a variety of localities and communities across the UK, thereby extending the reach of learning opportunities it offers and the impact of its research.
- Developing sustainable partnerships with industry and research-leading institutions to provide a wider perspective, ensuring that what it teaches is relevant, improves student employment outcomes and enables sustainability-oriented innovation.
- Building on existing and successful international partnerships, among which a prominent feature has been teaching partnerships with Chinese universities.

Select highlights

The RAU has achieved significant progress against its strategic plan. Recent successes include:

- Ranked one of the UK's Top Ten Universities. Whatuni Student Choice Awards, both 2019 and 2020 <https://www.whatuni.com/student-awards-winners/university-of-the-year/>. We were also top 10 for job prospects in both years.
- Enterprising Learning Provider of the Year 2019: IOEE Celebrating Enterprise Awards 2019 <http://ioee.uk/2019/10/07/celebrating-enterprise-awards-2019/> . Awarded Centre of Excellence by the Institute of Enterprise and Entrepreneurs (IOEE) in the same year.
- Winning £1.1m of Catalyst funding to develop the next generation of agri-food/ tech leaders and to create new industry- led programmes that aim to position the RAU as a thought leader post-Brexit.
- Addressing highly relevant global grand challenges – such as climate change, food security and urbanisation– through the [Rural Knowledge Hub](#), which initiates thought leadership activities and accelerates the growth of rural enterprises through the Farm 491 agritech business incubator based in the new Alliston Centre and also the new [National Innovation Centre for Rural Enterprise](#).
- Increasing the percentage of state - school entrants launching two new funds with a specific focus on widening participation and getting involved in two national outreach programmes and the Agrespect rural LGBT+ network.
- Securing a £2.2 million endowment from the John Oldacre Foundation to support applied research, and PhD students. Current PhD projects include crop science, land values in London boroughs, and equine nutrition.
- Expanding its CPD offer via the [John Oldacre Rural Innovation Centre](#), which is based at Harnhill and offers a large range of practical, industry-facing courses that teach rural skills.
- Establishing new and mutually beneficial academic partnerships with further education providers, such as the validation arrangement with Plumpton College and the urban farming focus afforded by the link with Capel Manor College in London.

Further information on other initiatives and successes can be found [here](#).



Academic structure and offering

Delivery of the University's academic offering is structured according to four broad programme areas:

- **Agriculture, Food and Environment (UK and China)**
- **Equine Management and Science (UK only)**
- **Real Estate and Rural Land Management (UK and China)**
- **Rural Business and Enterprise (UK and China)**

The portfolio of courses has been specifically designed to help students realise their potential, whether they have their sights set on further study or a career in the land-based professions.

The RAU's academics care about their subjects and their students. Working alongside business leaders and employers, they deliver courses that provide students with the tools, mindset and networks they need to embrace the opportunities ahead and play essential, leading roles in shaping the future of the industry. The reach and influence of the RAU alumni network worldwide is extraordinary.

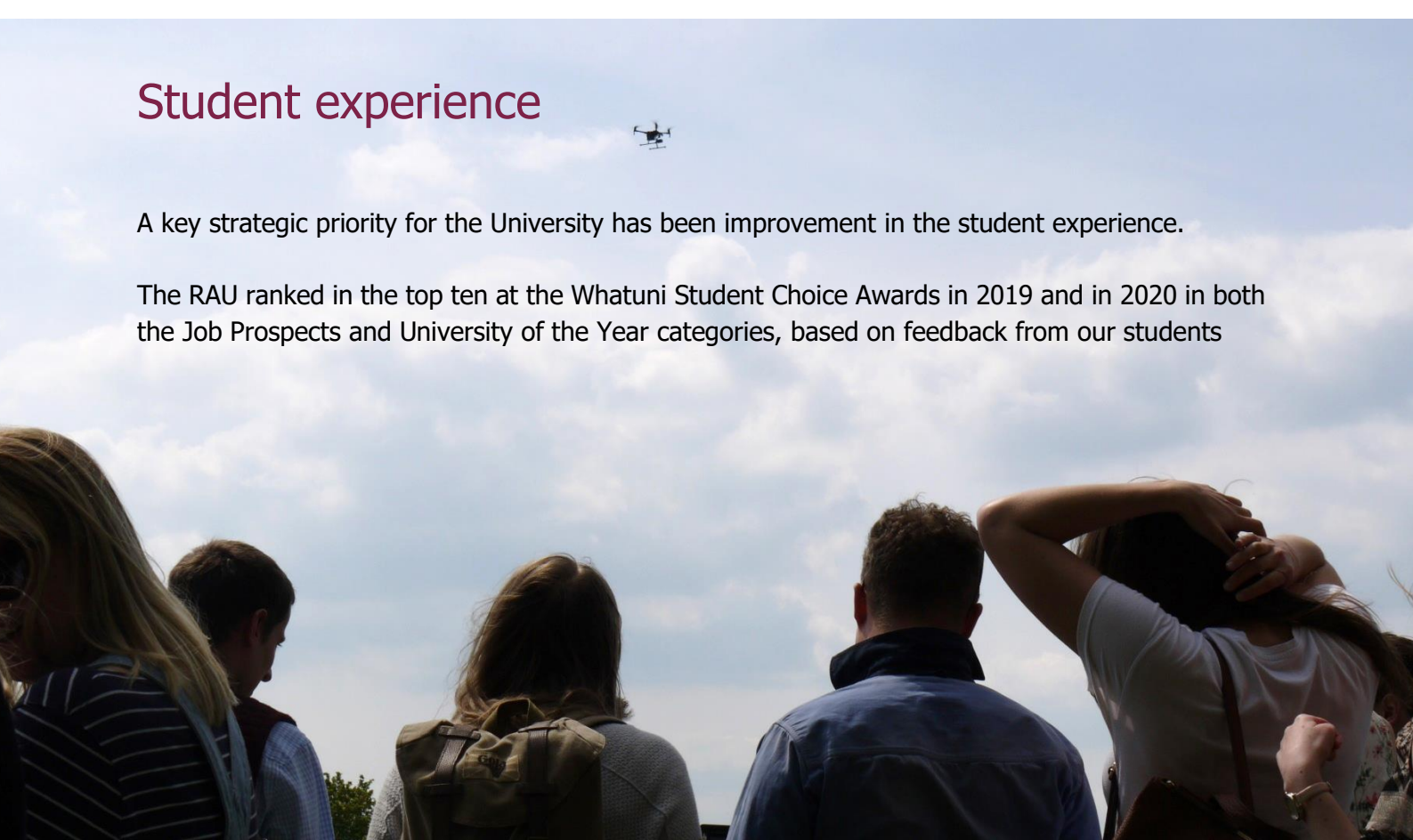
Teaching and learning

The University is committed to an innovative and inclusive approach to teaching and learning, driven by a commitment to a blended curriculum with an emphasis on student-centred learning.

Student experience

A key strategic priority for the University has been improvement in the student experience.

The RAU ranked in the top ten at the Whatuni Student Choice Awards in 2019 and in 2020 in both the Job Prospects and University of the Year categories, based on feedback from our students





Enterprise and entrepreneurship

The RAU places a strong emphasis on [entrepreneurialism](#), creating opportunities for students to develop their own business ideas and receive tailored support.

From student societies to workshops and awards, budding entrepreneurs can benefit from the knowledge and experience of their lecturers and the strong industry links the University has carefully cultivated over the years.

With the aim of developing the leaders of tomorrow, adding value to students' degrees and providing better graduate employment to the students, the University promotes Student Enterprise projects such as the 'Grand Idea', which engages external business people and entrepreneurs to mentor and advise budding student entrepreneurs at the RAU. These projects are designed to improve the life skills of RAU graduates, allowing them to contribute to the local community and wider society.

"The award-winning Enterprise and Entrepreneurship Programme (EEP) provides an inspiring and supportive environment in which students can share, develop and launch their ideas."

Guided by lawyers, insurers, marketing professionals and accountants, students from all courses and years have the chance to realise their aspirations in a professional and rewarding environment.

As well as acting as a springboard for the business leaders of tomorrow, this celebrated programme has attracted the support of business leaders and PR sponsors across the UK, enabling the RAU to organise networking events, enterprise workshops, mentoring services, work placements and inspirational talks.



Employability

The University aims to ensure that all its students maximise their ability to secure satisfying, meaningful and rewarding careers and to make an effective contribution to the economic and social wealth of society. Graduates continue to enjoy excellent employment rates according to the annual national survey by HESA (the Higher Education Statistics Agency).

On average, based on 2016/17, over 93% of RAU undergraduates are in employment or further study within six months of leaving the University. The University's employability statistics are strong and bear out the educational merit and value its courses deliver to society. The provision of a steady stream of high-calibre graduates benefits not only the industries the University serves, but also employers and the economy. As well as fostering a community-based learning environment which supports a range of students from more than 45 different countries, the University actively encourages interaction with business and social enterprises.

Widening participation

The University encourages social mobility by raising aspirations to enter higher education. It tackles issues of social exclusion by providing an extensive outreach programme. This draws on best practice from UK and overseas, to widen participation in higher education and to stimulate interest in further study. This includes visits to schools and colleges, and strong links with collaborative partner colleges.

The RAU aims to offer programmes of study that are attractive to a diverse range of potential students, have fair and transparent admission policies and provide financial support to low-income students. The University mitigates the financial barriers to students accessing education by offering bursary schemes and fee waivers that are particularly targeted towards those from low income backgrounds who are assessed as eligible for state support.



Research and knowledge exchange

From its inception, the express aim of the RAC was to deliver what is now termed translational research. Academic staff at the RAU hold true to that mission today, and work on applied research projects across sustainable agriculture, agribusiness, real estate and land management, animal and equine science. The University expects to submit to the next Research Excellence Framework in 2021. With its close links to industry, many of the [University's research projects](#) are done in collaboration with commercial businesses and thus have genuine impact. Recent work has focused on product development for improved health and welfare in horses, improved crop management systems to reduce inputs, novel methods for insect control and development of new feedstuffs all of which contribute to a more efficient and sustainable industry.

About the Joint Institute of Advanced Agri-Technology at Qingdao Agricultural University

The Joint Institute is an exciting new initiative supported by China's Ministry of Education. It offers four Double Award undergraduate degrees, each of four years' duration:

- BSc (hons) Agriculture
- BSc (hons) Environment, Food and Society
- BSc (hons) Food Production and Supply Management
- BSc (hons) International Business Management

Entry to the programmes is for Chinese Nationals only. All teaching is in English, with students required to attain an appropriate level of proficiency in English before starting their second year. In their second, third and fourth years, students at the Joint Institute study a diet of modules similar to those offered in Cirencester, through a fully blended curriculum that comprises online lectures and materials with face to face seminars, projects and assignments. Through this format,

the Joint Institute students experience the same lectures and materials that are offered in Cirencester, but with specialist classroom support provided by a small team of RAU staff based at the Joint Institute.

In addition to the Double Award programmes, the Joint Institute will offer opportunities to students from RAU to visit and study, for example as part of its annual summer school programme. The Joint Institute is situated on Qingdao Agricultural University's (QAU) main campus and enjoys its own building and core staff. Overall management is via a number of joint committees comprising RAU and QAU representatives, with RAU's China Office facilitating liaison between QAU and RAU and supporting RAU staff based at the Joint Institute. In addition to the RAU staff based at the Joint Institute, a number of other members of RAU's academic staff visit the Joint Institute on a regular basis, to lecture and to undertake research and knowledge exchange activities.

Qingdao Agricultural University was founded in 1976 as one of the original 12 Shandong Province Universities. It started life in 1951 as Laiyang Agricultural School (about 60 miles from Qingdao City), became Laiyang Agricultural College in 1958 and, once it achieved University title, expanded to occupy 4 campuses (Chengyang – main campus, Laiyang Campus, Blue Valley Campus and part of the Jiaozhou Modern Agricultural Science and Technology Demonstration Park). A new, fifth campus is being built at Pingdu which opened in 2020. The campuses will eventually cover an area of 860 acres with over 1.1 million square metres of teaching and research building space. The University owns three small farms in the area which are used for teaching and research. QAU ranks 345 out of the 700 universities in China and 45 out of 97 for Agriculture.

QAU has eight discipline areas split into 24 Schools or Departments and offers 77 Bachelor programmes including agriculture, forestry, food science, economics, engineering, law, veterinary medicine, foreign languages and some media and fine arts degrees. It also offers 73 Masters programmes in similar subjects. Altogether there are 40,000 students and 1494 full time lecturers giving a full time staff:student ratio of approximately 1:27.

For more information, see <https://en.qau.edu.cn/>

The RAU's Management Team for the Joint Institute is:

- Professor Neil Ravenscroft (Pro Vice-Chancellor, International)
- Dr Xianmin Chang (Associate Pro Vice-Chancellor, China Programmes)
- Steve Finch (Head of China Programmes)



The Role

Job title: Post-Doctoral International Teaching Fellow in Agriculture and Environmental Science

Department: International

Responsible to: Senior Lecturer in Agriculture & Environment

Location: Qingdao Agricultural University, China and RAU Cirencester

Salary: Grade 7: £30,046 to £35,845 pa

Term: Fixed Term; 3 years, commencing 1st January 2022

Responsibility for: Teaching, supervision, assessment and associated student support activities at RAU's Joint Institute for Advanced Agri-Technology at Qingdao Agricultural University, China. Potential for developing collaborative research projects with colleagues at the Joint Institute.

The Purpose

- The main purpose of the role is to support the delivery of online lectures through face to face seminars, tutorials, case studies, project work and marking student assignments at the RAU's Joint Institute in China. All lecture and associated materials will be provided online by the module leaders at RAU Cirencester, with your role being to enhance student learning and experience through seminars, case studies, group work, etc. In addition, you will have the opportunity to develop and deliver module material. As such you will be expected to engage in the scholarship required to maintain and develop your knowledge of the sector.
- You should expect to be resident in China for up to 9 months a year, with the remaining time being subject to negotiation with your line manager at RAU. When in China you will be provided with staff accommodation on campus at the Joint Institute in Qingdao, two round trips per annum, suitable health insurance and visa and other related expenses. *Please note that working in China is subject to prevailing travel restrictions; at times when transfer to China is not possible, all teaching will be online from the UK. Accommodation will not be provided in the UK and no allowance will be given towards the cost of UK accommodation.*
- Appointees are expected to support a range of agriculture and environmental science modules across our undergraduate programmes offered in the Joint Institute. Key to this will be liaising with relevant RAU module leaders and programme managers (based at Cirencester). As such you will have an opportunity to help shape and deliver the Joint Institute curriculum, particularly in terms of engaging students in a range of pedagogical and support activities.
- You will possess an excellent understanding of the subject area gained from relevant academic experience. You will have an ability to communicate this knowledge to others, particularly in small groups. You should be able to demonstrate an empathy for students and a wish to develop the student experience, particularly through face-to-face teaching. You will either have a teaching qualification, or be willing to gain one while working at the Joint Institute. Experience of teaching in the Higher Education Sector would be an advantage.

- Reporting to RAU's Senior Tutor at the Joint Institute, you will undertake some academic tutorial work with students. Tutorial duties will include enhancing students' academic skills, research skills and employability.
- You will be expected to support visits to the Joint Institute by Programme Managers and other senior members of RAU staff. This will include making provision for intensive teaching sessions and other associated pedagogic activities.
- You will be allocated time to develop your research and research outputs, with the potential to collaborate with both RAU and Chinese colleagues, and to have access to laboratory and other research support on the campus at Qingdao Agricultural University.

Key Responsibilities

1. TEACHING AND ASSESSMENT

- Deliver teaching through tutorials, seminars, field excursions, practical exercises and other modes of delivery to undergraduate students in the Joint Institute.
- Support the development of the Joint Institute's teaching programmes in the area of Agriculture and Environmental Science to ensure they are cutting edge and embrace the latest innovations in teaching and learning.
- Deliver and mark a range of assessments, as required by programme specifications.
- Supervise undergraduate student dissertations.
- Create student awareness of current professional practice through visits, case studies and visiting speakers.
- Provide academic and pastoral support for students.

2. RESEARCH & SCHOLARSHIP

- Engage in the continual updating of knowledge and understanding in your field or specialism. Ability to develop your research and research outputs, with appropriate mentoring and support from RAU.

3. ADMINISTRATION

- Support the delivery and assessment of RAU modules and programmes delivered at the Joint Institute.
- Attend academic and other management meetings arising from assigned responsibilities, at the Joint Institute and RAU.
- Represent the RAU in China.

4. SKILLS AND EXPERIENCE

- Experience of teaching in the Higher Education Sector is desirable.
- An earned PhD and a relevant teaching qualification.
- The ability to speak Mandarin would be an advantage.

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.



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	D
Experience of undergraduate teaching	D
Experience of design and quality control of modules, course programmes / specifications and innovative assessment methods	D
Research, Knowledge Exchange & Scholarship:	
PhD qualification in a relevant subject area	E
Ability to develop an independent programme of research and scholarship	E
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
Experience of delivering a blended curriculum	D
Skills:	
Ability to use IT packages including Excel, Word, Access and PowerPoint	E
Experience of research software such as Genstat, SPSS, R, Endnote, STATA, NVivo and the like	D
Ability to respond to pedagogical and practical challenges, notably with the use of technological pedagogic approaches	E
Able to travel and work in China for extended periods of time	E
Ability to speak Mandarin	D

General Terms and Conditions of Employment

- This post is a full-time appointment, offered on a permanent basis. It will be remunerated on the single pay spine, at Grade 7: £30,046 to £35,845 pa. The appointment is normally made at the minimum of the pay scale and is subject to meeting all pre-employment clearances and requirements of the Person Specification.
- All new employees undergo a period of twelve months' probation and confirmation of employment is dependent on the satisfactory completion of that probationary period.
- The nature of this post is such that it is expected that you will respond to the operational requirements of the University in order to fulfil your duties in a professional manner. You will be required to work such hours as are reasonably required to discharge your duties effectively and competently. The exact number of hours in any week will vary in accordance with institutional requirements, but will not be less than 35 hours a week.
- The University holiday year runs from January to December. The post carries an entitlement to 25 working days (for a full time position, otherwise pro rata) of paid leave during the course of the holiday year (pro rata if the appointment is made during the holiday year), in addition to Statutory Bank Holidays. There may also be discretionary days and days when the University is closed on particular dates in the interests of efficiency.
- It is a condition of employment that all relevant posts are vetted by the Disclosure & Barring Service (DBS) and if it applies to this appointment you will be required to undertake a DBS check. The University will pay the fee for this service. Any false declarations or any findings from the Disclosure could affect the suitability for employment.

Pensions and Auto Enrolment

If you meet the criteria set out below, and are not already an active member of any of our pension schemes, the University is required to auto-enrol you into a suitable pension scheme. The criteria for auto-enrolment is:

- Age - if you are 22 or over but no more than State Pension Age
- Earnings - a minimum of £10,000 per year
- Working in the UK

The pension schemes supported by the RAU are:

AVIVA CATEGORY X - all eligible RAU employees (except teachers) are automatically enrolled

- 5% (minimum) contribution by employee and
- 3% contribution by RAU

AVIVA CATEGORY Y1 - RAU Group Pension Scheme (defined contribution) - employees are able to upgrade to this scheme before their 6 month probation.

- 6.5% (minimum) contribution by employee and
- 6.5% contribution by RAU
- life assurance is an additional benefit (two times annual salary)

TEACHERS' PENSION (for teaching staff)

- employee contribution according to salary scale – between 7.4% and 11.7%
- 23.68% contribution by RAU
- life assurance is an additional benefit (three times annual salary)

Staff Benefits

We offer a range of Staff Benefits including a 35 hour working week, a generous 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, free gym, discounted catering facilities, 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 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 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.
- In this first instance, for an informal discussion about the position, please contact Professor Neil Ravenscroft - neil.ravenscroft@rau.ac.uk
- **Closing date:** 15th August 2021 with **Interviews on:** 26th August 2021.
- Should you be selected for interview please be aware that we are happy to conduct the interview virtually but will be unable to reimburse interview expenses should you choose – if possible - to attend in person.

General Data Protection Regulations: Applicant Privacy Notice

The Royal Agricultural University collects and processes your personal data so that it can meet its statutory and legal obligations, and when it has a legitimate interest in processing personal data before, during and after the end of the employment relationship.

The data which forms part of your job application (for example, application form, CV, references, Equal Opportunities Monitoring Form, shortlisting and interview records) will be stored in a range of different places, which will include the University's HR and recruitment management systems (electronic and paper based), and in IT systems (including the University's email system). Your information may be shared internally with the HR Department and with employees who are involved in the recruitment and selection process, but only if access to your data is absolutely necessary for the performance of those roles.

The University may share your data with third parties in certain circumstances. Personal data that the University uses for the purposes of equal opportunities monitoring and reporting is anonymised or is collected with the express consent of applicants, which can be withdrawn at any time. Applicants are entirely free to decide whether to provide such data and there are no consequences of failing to do so.

The University takes the security of your data seriously and has internal controls in place to try to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by the above employees in the performance of their duties. If your application is unsuccessful, your applicant data will be destroyed 6 months following the advertised closing date of the post you have applied for. If your application is successful, your applicant data will be retained during your employment and for 6 years following your leaving date. You can access and obtain a copy of your data on request and you can ask the University to change incorrect or incomplete data.

In certain circumstances you can ask the University to stop processing your data, or you can object to the processing of your data. If you believe that the University has not complied with your data protection rights, you can complain to the Information Commissioner. Further information about your rights in accordance with Data Protection and the GDPR Regulations can be obtained from the University Data Protection Officer. A detailed Employee Privacy Notice is available to view [here](#).

