

## Research Fellow in Rural Enterprise and Innovation

School of Business and Entrepreneurship

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**Candidate Information Pack** – January 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 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

Today, as it celebrates its 175<sup>th</sup> anniversary, 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.

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 element 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.
- 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.



**“The RAU’s mission is to equip a new generation to thrive through change”**

## Selected 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 into four Schools:

- **The School of Agriculture, Food and Environment**, led by [Phil Hudson](#)
- **The School of Business and Entrepreneurship**, led by [Dr David Bozward](#)
- **The School of Equine Management and Science**, led by [Dr Andrew Hemmings](#)
- **The School of Real Estate and Land Management**, led by [William Leschallas](#)

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

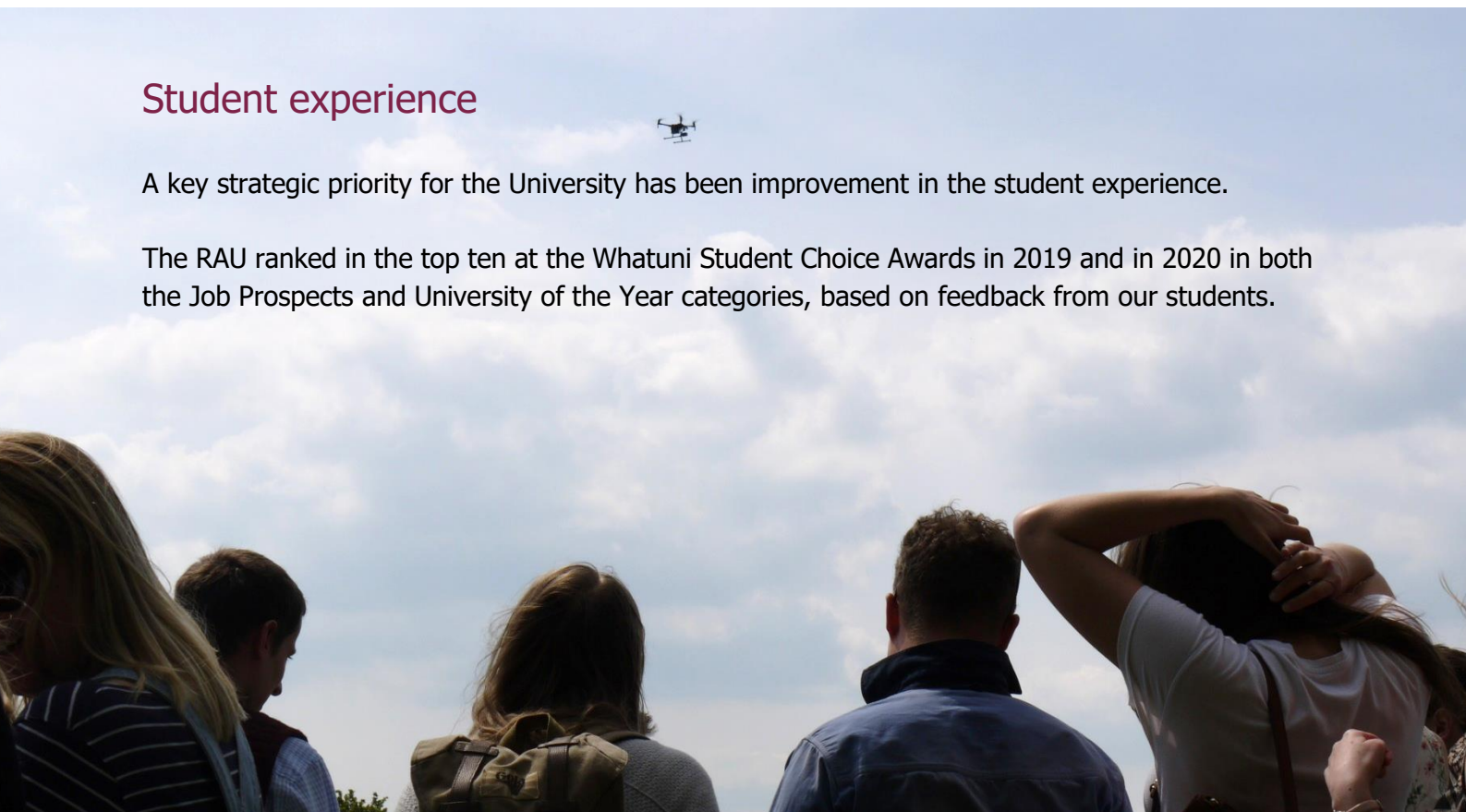
The University is engaged in a review of the curriculum to ensure that RAU programmes are delivered through innovative and inclusive approaches to teaching and learning, by academics with a passion and commitment to land based subjects.

The RAU is supporting a diverse student optional sandwich years in all its undergraduate programmes.

## 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 School

The School of Business and Entrepreneurship (SBE) is one of four schools in the University and delivers business education to students across the RAU as well as to engage in research, consultancy and professional training. There are currently over 180 students studying within the School. The Head of School, Dr David Bozward was appointed in October 2018 and leads an established team of academics and professionals in a successful school with an outstanding reputation in developing entrepreneurial rural business leaders. The School currently delivers seven taught programmes to prospective students:

- FdSc Business and Enterprise
- BSc (Hons) International Business Management
- BSc (Hons) Agri-Food Business Management
- BSc (Hons) Rural Entrepreneurship and Enterprise
- BSc (Hons) Business Management (Top-up)
- 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 are also expected to teach periodically at our partner 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

**Job title:** Research Fellow in Rural Enterprise and Innovation

**Department:** School of Business and Entrepreneurship

**Responsible to:** NICRE Lead within the School of Business and Entrepreneurship

**Location:** Cirencester

**Salary:** Grade 7 – £30,046 - £33,797 DOE

**Term:** full-time fixed-term until September 30, 2023.

**Relationships with:** Deputy Director NICRE at the RAU and the Head of the School of Business and Entrepreneurship; liaison with NICRE staff based at the University of Gloucestershire

## The Purpose

To support and facilitate business support innovation projects for the School of Business and Entrepreneurship and NICRE and associated research, publication and knowledge dissemination activities on rural enterprise innovation and business development.

Key Responsibilities:

- Network facilitation and action research to support innovation in rural enterprise
- Other primary and secondary research on rural enterprise
- Writing for academic publications
- Facilitate meetings with NICRE stakeholders, including innovation project managers

Applications are invited for the post of Research Fellow for NICRE, based in the RAU's School of Business and Entrepreneurship.

The successful candidate will contribute to the National Innovation Centre for Rural Enterprise (NICRE) work carried out at the Royal Agricultural University. NICRE is a collaborative project funded by Research England and shared with the Countryside and Community Research Institute (CCRI) (a research institute shared by Gloucester University and the Royal Agricultural University), Newcastle University's Centre for Rural Economy, and Warwick University's Enterprise Research Centre. The research is focused on business support in the rural economy, rural innovation and rural creative industries.

Specifically, the post-holder will report to Dr Inge Hill at the School of Business and Entrepreneurship, who leads on the RAU activities for NICRE. The Research Fellow will be active member of the wider NICRE team, working particularly closely with colleagues at RAU and CCRI, who coordinate the Gloucestershire-based team's involvement in the centre. The post-holder will be expected to engage directly with innovative rural enterprise networks and initiatives, providing and coordinating support, and developing insights through action research. The postholder will also contribute to research outputs.

The Research Fellow will be based in the School of Business and Entrepreneurship in Cirencester, Royal Agricultural University. However, the post-holder will be required to travel nationally to fulfil the responsibilities of this role.

The job welcomes an individual with professional experience of enterprise or innovation support, and research experience in process and practice theory.

## Main duties and responsibilities

The post requires experience in enterprise or innovation support and postgraduate knowledge of relevant quantitative and qualitative research methods, with a focus on action research, proven research skills and experience, and familiarity with modern communication and dissemination methods and tools, including social media. Responsibilities include to:

- Lead on initiating new relationships with external stakeholders and manage their delivery
- Represent NICRE to external and internal stakeholders and provide advice to innovation partners on behalf of NICRE.
- Undertake participatory and action-oriented research.
- Provide high quality research assistance to the NICRE project, as specified by the NICRE RAU lead.
- Write up research for journal publications.
- Contribute to the analysis of data and information from surveys, qualitative research, events and secondary sources.
- Provide high-quality research assistance to ongoing and new research projects, working on different projects as required.
- Develop excellent working relationships with diverse and international team members and work collaboratively with colleagues in the University of Gloucestershire and the Royal Agricultural University, as required by the demands of the post.
- Actively engage in the academic life of the RAU and SBE.
- Contribute to administrative duties as appropriate.
- Undertake any other duties and responsibilities, commensurate with the grade of the post, properly directed by the line manager.
- Take on small amounts of teaching and research supervision.

## 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

<b>Requirements</b> The post holder must be able to demonstrate:	<b>Essential or Desirable</b>	<b>Measured By</b> A) Application Form B) Interview C) Presentation
<b>Qualifications:</b>		
First degree / Master's in a relevant subject area in the social sciences and business management	E	A
PhD, DBA or similar in relevant subject area in business management or social sciences (or near completion)	E	A
Any business practice qualification / accreditation	D	A
<b>Knowledge, Experience and Skills:</b>		
Experience of business support in the UK	E	A, B, C
Knowledge of rural enterprise in the UK and experience in project facilitation / management	E	A, B, C
Research on / understanding of creative industries in the UK and beyond	D	A, B
Experience in qualitative and quantitative research methods; research interview experience and their analysis	E	A, B
Action oriented research experience	D	A, B
Managing / contributing to successful delivery of sponsored research projects in a relevant field	E	A, B
Collaboration with researchers, funders, businesses, government bodies or other organisations external to HE	E	A, B
Experience in applying process and practice theory to research	D	A, B
Writing concise technical reports for different audiences, including the public	E	A, B
Experience in writing for academic journal articles and/or having manuscript submissions ready	E	A, B
Teaching experience	D	A, C

<b>Skills and aptitudes:</b>		
Pro-active and self-motivated	E	A, B
Able and willing to work to tight deadlines and under pressure	E	A, B
Able to work on own initiative and as part of a team	E	A, B
Able and willing to travel and work away when required (nationally and internationally) including to remote rural locations	E	A, B
Driving license and willingness to travel to sites in England	E	A, B
IT skills, with focus on Microsoft Office	E	A, B
Excellent verbal and written communication skills (Including a very high standard of written and spoken English)	E	A, B, C

## General Terms and Conditions of Employment

- This post is a full-time appointment, offered on a fixed-term contract. It will be remunerated on the single pay spine at Grade 7 between £30,046 - £33,797 DOE. 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](http://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](mailto:jobs@rau.ac.uk) stating where you saw the advert for the role
- **Closing date:** 17<sup>th</sup> February 2021 with **Interviews on:** 26<sup>th</sup> February 2021.
- Should you be selected for interview please be aware that we are unable to reimburse interview expenses.
- For an informal discussion about the post, please contact Dr Inge Hill, [inge.hill@rau.ac.uk](mailto:inge.hill@rau.ac.uk)

## 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](#).