

ual central
saint martins



Application Pack
Dean of Academic Programmes



A message from the Head of College

Thank you for your interest in the role of Dean of Academic Programmes at Central Saint Martins, UAL. Now is a crucial and exciting time for CSM. We have been in our extraordinary new building at Kings Cross for six years and are now clear about its foibles and opportunities. The restructuring of the college into one FE programme and eight HE programmes, the latter defined by discipline, has created a strong base from which to build the next iteration of CSM. Not ones to rest on our laurels (gilded though they often are), we are thinking about where we need to be in the years to come, informed by both the fluidity of the external landscape and also by the natural restlessness of the CSM community.

CSM is an endlessly stimulating place to work and to study; we aim to engage with and lead the global debate about the arts and design, and their role in societal transformation. We also aim to empower our graduates to be the leading practitioners in their field. We hope you will consider joining our creative community and look forward to receiving your application.

Professor Jeremy Till
Head of Central Saint Martins
Pro Vice-Chancellor for Research, UAL

Contents

- 03** A message from the Head of College
- 04** The University
- 07** Central Saint Martins
- 09** The role of Dean of Academic Programmes
- 14** Person specification
- 16** Terms and conditions
- 17** Appointment process and how to apply



The University

UAL is a world-leading University for teaching and research in the fields of arts, design, fashion and communication, offering a learning environment in which originality is recognised, difference is respected and excellence is pursued. Our values centre on social justice and environmental stewardship and we strive to actualise them through our teaching and research. Even more profoundly, we embody the values that define us in how we conduct our operations and how we organise our living and working space.

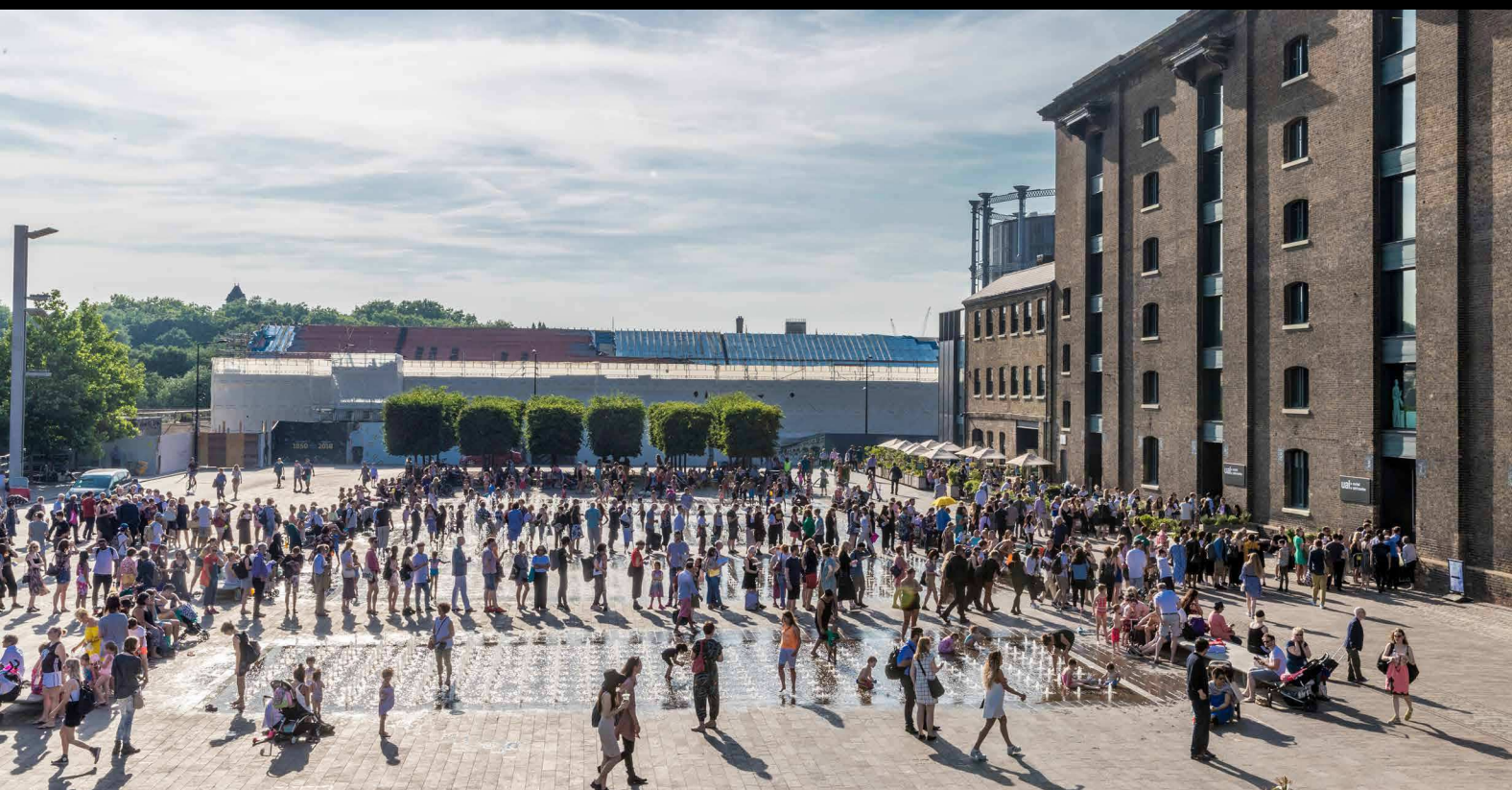
UAL's intellectual and creative community is enriched by the imagination, energy and skills of our staff, students, alumni and of the many academics from other institutions who work closely with us each year. We respect and encourage the academic freedom of our staff and the natural curiosity of our students. Through that close partnership we foster an innovative, enterprise culture through which our values and commitments can be advanced.

Our Collegiate Structure

UAL is a special Collegiate University: each College has a particular academic ethos within a practice-led tradition, informed by its own distinctive history and relationships. The University's Colleges work together to enrich the student and staff experience and to increase their impact on the creative and cultural sectors, not only in London and the UK but also globally. Our students graduate with work that breaks boundaries, engages with our changing world and challenges our preconceptions. From wherever in the world they come, they will go on to influence the way we all think and live.

The University's Colleges are:

- Camberwell College of Arts
- Central Saint Martins
- Chelsea College of Arts
- London College of Communication
- London College of Fashion
- Wimbledon College of Arts



Our students and research

With more than 19,000 students from over 119 countries, 4,500 staff, and an annual budget of circa £260 million, the University of the Arts London is Europe's largest specialist arts and design university. Our University not only awards more than 7,500 undergraduate and postgraduate degrees each year but also delivers short creative courses and executive education to over 20,000 students.

The University works to provide a bridge between the educational world and professional practice, and to serve the creative industries. It combines a pursuit of academic excellence with close engagement with its business, creative and cultural partners. The University has a vibrant research culture across its six Colleges, with eight University Research Centres and the University Innovation Insights Hub, which leads innovative research and disseminates this through exhibitions, publications, conferences, festivals and workshops.

UAL performed well in the 2014 Research Excellence Framework, with 83 per cent of the research submitted graded as "world-leading" and "internationally excellent". This places UAL in the overall top 30 UK research institutions for the quality of research submitted.

Occupying multiple sites across London, students and staff benefit from and contribute to the enormous range of stimuli provided by what is widely considered to be the creative capital of the world.

The University's impact and engagement extends to the global stage through its international student body, affiliations and partnerships with other universities and creative organisations that share a passion for art and design. The University is led by a nine-person Executive Board, chaired by the Vice-Chancellor Nigel Carrington, and governed by a 24-person Court of Governors, chaired by Sir John Sorrell.



University Strategy 2015-2022

“Transformative education for a creative world” – this is the theme of our ambitious, seven-year strategic plan to enhance the University’s reputation as a world-leader in arts, design and communication education, with high levels of student engagement and satisfaction.

UAL in 2022 will be the sum of the ideas we generate over the coming years, the things we make, and of our academic and business relationships here and abroad. We are confident that we can achieve our goals through the commitment and dedication of our community.

We want all of our students to reach their full potential and ensure that they are thoroughly equipped for their future careers. To that end, we will provide them with the best guidance and education to stimulate their creativity, feed their curiosity, nourish their imagination and inspire their vision. We will engage with our students to develop flexible modes of teaching delivery, taking into account the particular characteristics of a London-based education and advances in digital technologies.

We will place diversity and inclusivity at the core of our recruitment and education for staff and students, choosing the most effective teaching methods and incorporating elements of research in our pedagogy.

For the next seven years we will engage in continuous review of our curriculum, both in the content of the courses that we offer, and in the flexibility of our modes of delivery, with increased opportunities for student placement and other collaborations with the creative and cultural industries. This will involve greater participation of Professors and Readers, as well as the full commitment of our academic support services. We will increase opportunities for student feedback and engagement, and support for staff in the development of their pedagogy and use of emerging technologies.

Central Saint Martins

Our DNA is inherited from two groundbreaking arts and design schools: St Martin’s School of Art and the Central School of Arts and Crafts. Evolved from their Arts & Crafts beginnings both educational institutions developed radical creative practices and progressive social values in education. From the legacies of these two schools and their merger in 1989 to create Central Saint Martins (later joined by Byam Shaw School of Art and Drama Centre London) we have a long history of artists and designers who have challenged and shaped the world around us, from Edward Johnston and Terence Conran to Gilbert and George. Among our alumni are Turner Prize and Oscar winners, Royal Academicians, a large number of Royal Designers for Industry, as well as innovators transforming the fashion world, many of whom have received prestigious awards and accolades.

While the traditional understanding of art school may be as a space for individual empowerment – thinking and making as expression – Central Saint Martins believes that art and design has a responsibility to engage with the social and political contexts in which work is made. Creativity has no utility if restricted to the studio or the academy. It is in the public sphere where it finds its power. Art and design are therefore often seen at CSM

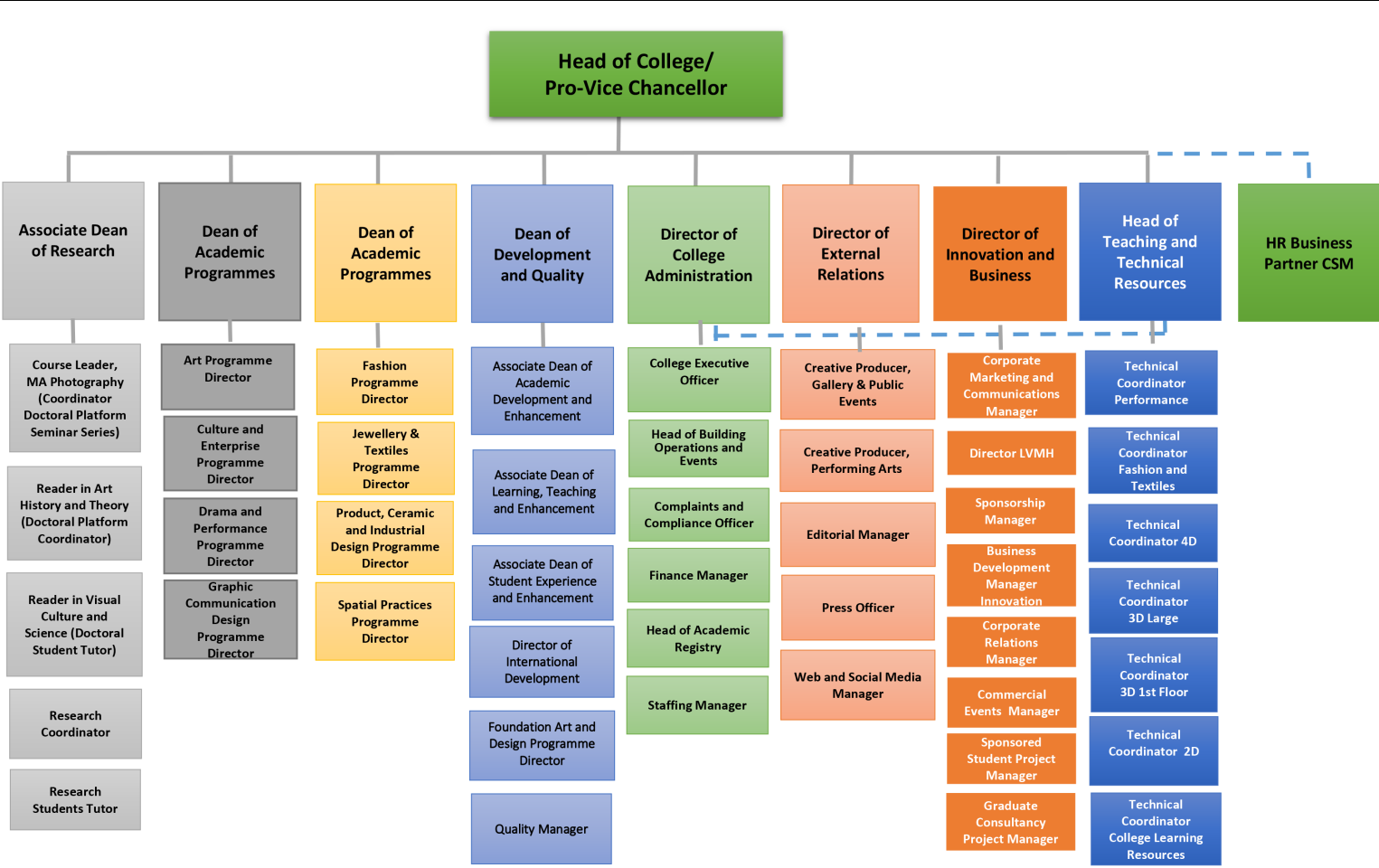
as vehicles for protest, comment, community engagement and societal change. We also have very strong links with industry, with many global brands working with our students and staff to develop ideas and concepts for the future. This combination of public and industry engagement makes us world leaders for art and design in knowledge exchange.

Housing a broad sweep of disciplines under one roof in our multi-award winning building encourages creative generosity and collaboration. Our location at the heart of the ongoing development of King’s Cross only increases the need to open our doors, metaphorically and physically, to the world. We may be an international organisation, but we are also a local one; art and design happenings appear on our doorstep, national events like Design Junction and The Big Draw take up residence alongside public design consultations to improve local council services.

A student once described Central Saint Martins as an empty climbing frame. It is the structure upon which our community learns, and like all platforms, it is nothing without those that enliven it. But platforms are not passive and as we ask our students to be brave and do what they love, it’s crucial that we, as a school, listen to our own advice.



College Management Structure



The Role of the Dean for Academic Programmes

The role of the Dean of Academic Programmes is central to the success of Central Saint Martins and to its smooth operation. The main aspect of the role is to oversee, manage, support and develop the four programmes: Fashion, Jewellery and Textiles, Product, Ceramic and Industrial Design and Spatial Practices.

This is a very broad range of disciplines, and so academic leadership of the individual subjects is mainly delivered by the four programme directors and their course leaders. The role of the Dean (AP) is therefore somewhat different from a 'normal' Dean. Rather than directing a specific entity (a faculty or school) the Dean AP works with discipline-focussed communities of academics, promoting critical debate and effective management while enabling productive relationships with administrative, technical and other central teams. The role is thus about empowering and enabling, as well as managing. It is also by its very nature

collaborative; it needs someone who is both generous in accepting multiple voices and decisive when these voices start to clash or need prompting. The Dean (AP) needs to provide constructive challenge - intellectually, creatively and in terms of standards and approach. Finally, the Dean (AP) oversees the work and output of the programmes in relation to TEF, REF and Knowledge Exchange activities.

The Dean (AP) is a member of the College Executive Board, working with the other members (see diagram) to develop the strategy and operation of CSM. This includes developing and promoting cross-disciplinary activities, and the development of hybrid practices. The Dean also has an important external role in terms of developing new academic, commercial and creative partnerships, and representing CSM on multiple platforms.



Duties and Responsibilities

Management

- To provide academic leadership of the programmes within their portfolio, fostering a culture of inclusivity to provide effective management of the academic staff teams within each programme.
- To oversee, monitor and optimise the use of all financial, human and technical resources allocated to the programmes, working within budget at all times.
- To fully participate in the Operational and Strategic Development processes for the College, having key input relating to student number planning and resource requirements, both human and physical, particularly in relation to the four designated programmes.
- To conduct all financial matters associated with the role in accordance with the University's policies and procedures, as stipulated in the Financial Regulations.
- To oversee the marketing of and recruitment to the portfolio of courses, in conjunction with the College's Marketing and Communications team.
- To chair the Board of Studies associated with the portfolio of programmes in the area, in order to foster and promote the highest academic and pedagogic standards, internal academic development, discussion and communication.
- To act as a conduit for communication between academic staff and students and the College Senior Management Team, both in terms of communicating decisions made by the College and consulting with staff and students about College initiatives.
- To hold responsibility for day-to-day staff and student discipline.
- To oversee staff development and staff professional practice in their programme areas.

Duties and Responsibilities

Curriculum and Student Related

- To be responsible for the development of the curriculum within the portfolio of programmes through the encouragement of critical reflection. A specific focus of the role will be to ensure that the courses continue to be at the forefront of educational and subject development in their area and to be cognisant of professional and educational advancements within the arts and design creative industries.
- To be responsible for the development of new courses. This includes the oversight of academic curriculum validation and review processes for new and existing courses and for the maintenance of quality procedures for the course offer, through working in close collaboration with the Associate Dean of Academic Development and Enhancement, and the Dean of Development and Quality.
- Supported by the Associate Dean of Student Experience, positively promote an excellent student experience, evidenced through student feedback, and to ensure that the student learning experience is at the forefront of curriculum development.
- To ensure that student learning is informed by the changing demands of the global arts, design and creative industries. To promote an excellent student experience in all aspects of curriculum development, resources and enhancement of teaching and learning.
- To facilitate and promote the development of new approaches to teaching and learning and the dissemination of good practice, working in close collaboration with the Dean of Development and Quality and the Associate Deans, in particular the Associate Dean for Learning and Teaching Enhancement.
- To chair Examination Boards, ensuring the maintenance of academic standards and the rigour, consistency and transparency of assessment practices undertaken within the portfolio of programmes.



Duties and Responsibilities

Research, Enterprise and Knowledge Exchange

- To foster the development of a strong and progressive research culture amongst academic staff in collaboration with the Associate Dean of Research.
- In collaboration with the Director of Enterprise and Innovation, support the development of a vibrant knowledge exchange culture amongst academic staff and develop strong partnerships and networks with appropriate national and international academic institutions and with a broad range of industry partners from the global creative industries sector.
- To increase the income-generating profile of the College's academic portfolio through student sponsored projects, graduate consultancy, scholarships, direct sponsorship and other means.
- To maintain an involvement in teaching/ knowledge exchange/professional practice/ research.

Duties and Responsibilities

Other

- In collaboration with the College Director of International Development, to develop strong partnerships and networks with appropriate national and international academic institutions, and with a broad range of industry partners from the global creative industries sector.
- To undertake such other duties as may be defined by the Pro-Vice Chancellor/Head of College. In addition, as the Dean is appointed to the staff of the University as a whole, she/he may be asked to undertake such duties as shall from time to time be required anywhere across the University.
- To represent the college through membership of University committees, and engage with University colleagues and projects to foster collegiate dialogue and cooperation as and when appropriate.
- To undertake health and safety duties and responsibilities appropriate to the role.
- To work in accordance with the University's Equal Opportunities Policy and the Staff Charter, promoting equality and diversity in your work.
- To undertake continuous personal and professional development, and to support your staff in these processes through effective use of the University's Planning, Review and Appraisal scheme and staff development opportunities.
- To make full use of all information and communication technologies in adherence to data protection policies to meet the requirements of the role and to promote organisational effectiveness.



Person Specification

Specialist Knowledge/Qualifications

- Postgraduate qualification, or practice equivalent, in art or design.
- Is recognised as a leading authority in their subject or profession with widespread public or professional recognition within their institution and amongst external peers based on demonstrated expertise.
- A demonstrable knowledge of past and present organisations and trends in UK and global art and design.

Relevant Experience

- A substantial record of teaching, research and/or professional practice in an art or design discipline, most preferably related to one of the four programme areas (Fashion; Jewellery & Textiles; Product, Ceramic and Industrial Design; Spatial Practices).

Communication Skills

- Communicates in a compelling and fluent way, including with influential external partners. Adapts the style and message to a diverse internal or external audience in an inclusive and accessible way.

- A demonstrable knowledge of academic provision, trends and issues in Universities, both national and global.
- A demonstrable knowledge of one or more fields in art and design research, and the mechanisms for managing and funding researchers.
- Knowledge of commercialising art and design education for income generation purposes.
- Experience of developing new curricula and other academic initiatives.
- Experience of shaping and influencing developments within college/organisation.
- Experience of managing complex human, financial and physical resources.

Person Specification

Leadership and Management

- Motivates and leads effectively, including promoting collaboration across formal boundaries.
- Works collaboratively with other colleagues in shaping a coherent vision.

Research, Teaching and Learning

- Applies innovative approaches in leading academic programmes, teaching, learning or professional practice to support excellent teaching, pedagogy and inclusivity.
- Applies own research to develop learning and assessment practice.

All shortlisted applicants will be required to undertake the CREDO on-line personality assessment. This assessment provides us with a valuable insight into your preferred working style, temperament, interests and values. We will use your assessment to focus our interview discussion with you, in order to assess the fit

between your profile and the role. At the end of the selection process each candidate will be offered the opportunity to receive a copy of the CREDO candidate development report. Staff selection decisions will never be made solely on the basis of a psychometric assessment.





Terms & Conditions

- A competitive salary plus 39 days annual leave plus Bank holidays.
- Membership of one of our defined benefit pension schemes.
- Interest-free season ticket loan.
- Child-care vouchers.
- An appropriate relocation package may be available as part of the appointment arrangements.

Appointment to this post will be subject to appropriate checks, including necessary statutory checks such as proof of right to work in the UK, Disclosure and Barring Service checks, a satisfactory health check and other due diligence checks.

Appointment process and how to apply

The Dean of Academic Programmes will be appointed by a Selection Panel chaired by Professor Jeremy Till, Head of Central Saint Martins and Pro-Vice Chancellor of the University of the Arts London. An executive search exercise is being undertaken by Perrett Laver in parallel with the public advertisement of the post. Perrett Laver will support the Selection Panel in the discharge of its duties, both to assist in the assessment of candidates against the requirements for the role and to identify the widest possible field of qualified candidates.

Application is by submission of a full curriculum vitae and a covering letter of application, addressing the job description and person specification and including suitable daytime and evening telephone contact details.

At UAL, everyone's identity matters. We are committed to creating a supportive and inclusive environment for all our diverse

students, staff, and the creative and cultural sector partners with whom we engage. We aim to take every opportunity to progress equality and diversity, and celebrate the enrichment this brings to our community.

Completed applications should be uploaded at candidates.perrettlaver.com/vacancies quoting reference 3502 by midday (BST) on Wednesday **4th April 2018**. All telephone enquiries, in the first instance, should be directed to **+44 (0) 20 7340 6200**.

The Selection Panel will agree a longlist in early April who will be invited to meet with Perrett Laver in mid April. The Selection Panel will agree a shortlist at the end of April. Formal interviews with the Selection Panel will take place on Friday **18th May 2018**.

