

## JOB DESCRIPTION FOR ASSOCIATE LECTURER

**Job Title:** Associate Lecturer

**Salary:** Hourly Paid

**Grade:** 5

**Location:** Kings Cross

**Accountable to:** Programme Director

**(School)/Service:** Central Saint Martins

### Purpose

- To deliver high quality learning practice and related support to students on specified programmes or courses, in the context of prevailing policies and procedures, curriculum content, established learning outcomes and teaching methodologies.
- To provide up-to-date knowledge, expertise and experience of professional practice and/or research in a specific specialist subject area.

### Duties and responsibilities

The duties and responsibilities below are the normal expectations associated with the **comprehensive hourly rate** (CHR) which is payable in respect of each student contact hour (see guidance note for further details):

- To prepare for and deliver learning experiences to specified groups of students, by providing structured learning experiences including, induction sessions, classes, tutorials, lectures, seminars, workshops, auditions, rehearsals, studio critiques and student presentations (including degree shows). *See guidance note (a)*
- To ensure studio and teaching spaces are adequately prepared for their teaching session and leave them in similar condition. *See guidance note (b)*
- To work as part of the course team, under the direction of the line manager, participating in the formative and summative assessment. *See guidance note (c)*
- To undertake academic administration in relation to reporting on attendance, completion of tutorial records and progress reports and other tasks associated with course organisation related to specific teaching and learning delivery. *See guidance note (d)*
- To contribute to course development and quality processes through engagement in course planning meetings, course/Programme committees/Boards, end of unit review and, where appropriate, annual course monitoring. (The extent of attendance at meetings should be proportionate to the number of contact hours being delivered). *See guidance note (e)*
- To maintain reasonable, effective and efficient communication with their line manager, other colleagues and students (including through the use of the University's email system and student virtual learning environments as appropriate).

## Further responsibilities

- To have a commitment to continuous professional practice and scholarship in the specialist subject area, and in professional development in learning and teaching.
- To undertake health and safety responsibilities appropriate to the role.
- To have a commitment to the University's Equal Opportunities Policy.

## Additional duties

The duties below are additional to those included in the comprehensive hourly rate. Where these duties are agreed, they will be paid as additional remuneration at the **basic hourly rate** (BHR):

- i. Revalidation meetings.
- ii. Participating in staff development and training activities in relation to priorities set by the College and/or Line Manager.
- iii. Additional assessment beyond that expected as part of the contracted teaching activity.
- iv. Extensive contributions to Moodle materials (beyond teaching plans, timetables, notifications to students, project briefs).
- v. Participation in forward-looking curriculum development meetings.
- vi. Contribute to recruitment, open days, student interviews/auditions and portfolio review.
- vii. To organise non-standard student learning activities, including those personally delivered or on behalf of colleagues, such as study trips, external projects and placements.

## Guidance note

**Comprehensive hourly rate (CHR)** – is the Basic Hourly Rate x 2.25

**Basic hourly rate (BHR)** – this is calculated at the appropriate Lecturer annual salary point ÷ 1591 (annual contractual working hours of full time lecturers)

Further details can be found at Annex N of the Local Pay Agreement as amended July 2012.

The Comprehensive hourly rate is payable in respect of each hour's formal scheduled teaching together with the duties associated with that teaching as outlined under the duties and responsibilities in the job description.

Each guidance note below refers to the corresponding part of the Associate Lecturer job description.

- a) This represents the core learning and teaching experience for the student and would normally represent one hour of timetabled formal scheduled teaching (FST).
- b) The tutor should arrive before the start of the teaching session and be satisfied that the space is effectively prepared for students to engage in learning. The space is to be left in a similar condition at the end of the session.
- c) This would involve (often with other academic colleagues) reviewing and evaluating ongoing student work giving appropriate developmental advice. It also involves marking finished student work and then giving appropriate feedback and writing brief assessment reports. (*See expectations for on-site presence for assessment below*).
- d) This would include monitoring attendance and reporting to the line manager any issues / giving appropriate feedback to students.
- e) Course planning / evaluation and team meetings normally take place during the period immediately before and after the teaching cycle or term. Where meetings are essential, e.g. course committees, and Exam Boards, and fall outside this immediate time-frame, ALs must be advised at the time of signing the contract and their agreement obtained.

Such planning meetings would not normally exceed 2-3 meetings per term and should be proportionate to the overall AL hours. ALs would not normally be expected to attend outside of their teaching days. They should also be advised of the timing of such meetings at the time of signing their contract and work plan each year.

### Expectations of on-site presence for assessment

The expectations of on-site presence for assessment depend on the nature of the teaching delivery and assessment methods. There are three categories as follows:-

### ***Theory-based disciplines with no practical assessments***

In these units, assessments can be completed away from the workplace and on-site presence in addition to teaching will be limited to key meetings outlined in the above guidance.

### ***Studio or practice-based disciplines where assessment is written / on-line***

In these units, assessment can be mostly completed away from the workplace but up to 10% (of non-contact hours) on-site attendance to undertake some assessment may be expected.

### ***Studio or practice-based disciplines where on-site assessment is required***

This is where assessment is primarily of practice and/or performance based work, and can only reasonably take place in a studio, theatre or other workplace/arts-based setting. In units where this applies an AL may be expected to work on-site for up to 30% of non-contact hours, to undertake assessment, as part of the CHR. Assessment requirements beyond 30% on-site attendance will be paid as additional duties at the BHR.

### **Additional duties**

These points should be read in conjunction with the additional duties in the job description and the following points are numbered accordingly

- Point (i) E.g. Meetings to discuss future subject development in preparation for revalidation or new subject development or major modifications to units within existing courses.
- Point (iv) E.g. Helping to set up Moodle sites for the first time or significantly rearranging an existing Moodle site.
- Point (vi) E.g. An AL may be asked to support the course team due to large application rates to courses or to cover for staff who would normally be scheduled to undertake interviews or portfolio reviews.
- Point (vii) E.g. Where an AL may be asked to undertake a substantial amount of course or teaching related organisation.

### **Worked example**

An AL with 2 years' service is contracted to teach 80 hours at spine point 31

Their total working hours are	180	(80 x 2.25)
Teaching (contact) hours	80	
Non-contact hours	100	

If teaching on a studio or practice-based unit where assessment is necessarily undertaken on-site, they can be expected to work up to 30% (30 hours) of their non-contact hours on-site, undertaking assessment.

If, for example, the AL is asked additionally to attend a recruitment open day for 7 hours they would be paid 7 hours of the basic hourly rate (BHR).

**Job Title: Associate Lecturer**

**Grade:5**

Shortlisting will be based on evidence (with appropriate examples where necessary) you provide in your personal statement to demonstrate clearly how you meet the following criteria.

All criteria listed is essential unless marked as desirable

Person Specification	
Specialist Knowledge/ Qualifications	<ul style="list-style-type: none"><li>• Undergraduate degree in graphic communication design or associated subject.</li><li>• Higher degree (e.g. MA) in graphic communication design or associated subject or equivalent experience <b>(Desirable)</b>.</li><li>• Teaching qualification (PG Cert or equivalent, <b>(Desirable)</b>).</li></ul>
Relevant Experience	<ul style="list-style-type: none"><li>• Experience of teaching in a higher education environment (permanent, fractional, or hourly paid contract) and awareness of HE assessment processes.</li><li>• Applies an inquiring, innovative and reflexive approach to teaching and subject positioning.</li><li>• Considers equality, diversity and inclusivity in all aspects of teaching and assessment.</li><li>• Shows commitment to understanding the range of students' experiences within a course.</li><li>• Collaborates and works effectively and respectfully within teams, across different professional groups, and with a wide range of people.</li><li>• Evidence of research, knowledge exchange and/or professional practice that contributes to the advancement of graphic communication design activity and is relevant to the goals of the Programme, College and University.</li></ul>
Communication Skills	Communicates effectively orally and in writing adapting the message for a diverse audience in an inclusive and accessible way.
Leadership and Management	Motivates and leads a team effectively, setting clear objectives to manage performance.
Research, Teaching and Learning	Applies innovative approaches in teaching, learning or professional practice to support excellent teaching, pedagogy and inclusivity.

	Applies own research to develop learning and assessment practice.
Professional Practice	Contributes to advancing professional practice/research or scholarly activity in own area of specialism.
Planning and managing resources	Plans, prioritises and manages resources effectively to achieve long term objectives.
Teamwork	Works collaboratively in a team and where appropriate across or with different professional groups.
Student experience or customer service	Builds and maintains positive relationships with students or customers.
Creativity, Innovation and Problem Solving	Suggests practical solutions to new or unique problems.

**Last updated:**

**JOB DESCRIPTION FOR VISITING PRACTITIONER**

**Job Title:** Visiting Practitioner

**Salary:** Hourly Paid

**Grade:** 4

**Location:** Kings Cross

**Accountable to:** Programme Director

**(School)/Service:** Central Saint Martins

## **Purpose**

To provide up-to-date knowledge, expertise and experience of professional practice in a specific specialist subject area.

To deliver high quality learning opportunities and related support to students on specified units, in the context of the prevailing policies and procedures, curriculum content and learning and teaching methodologies

To provide guidance to students through formative assessment on units associated with the content or area of expertise being delivered.

## **Duties and responsibilities**

- To prepare for and deliver learning experiences, to specified groups of students, by providing structured learning experiences including, induction sessions, classes, tutorials, lectures, seminars, workshops, auditions, rehearsals, studio critiques and student presentations (including degree shows). *See guidance note (a)*
- To ensure studio and teaching spaces are adequately prepared for their teaching session and leave them in similar condition. *See guidance note (b)*
- To work as part of the course team, under the direction of the line manager, participating in formative assessment. *See guidance note (c)*
- To undertake related academic administration in relation to reporting on attendance, and other tasks associated with the units organisation related to the specific teaching and learning delivery. *See guidance note (d)*
- To maintain reasonable, effective and efficient communication with their line manager, other colleagues and students (including through the use of the University's email system and student virtual learning environments as appropriate).
- To attend a small number of meetings relating to the teaching and delivery of their specific units. *See guidance note (e)*

## Further responsibilities

- To have a commitment to continuous professional practice and scholarship in the specialist subject area, and in professional development in learning and teaching.
- To undertake health and safety responsibilities appropriate to the role.
- To have a commitment to the University's Equal Opportunities Policy.

## Additional duties

The duties below are additional to those included in the comprehensive hourly rate. Where these duties are agreed, they will be paid as additional remuneration at the **basic hourly rate (BHR)**:

- viii. Revalidation meetings.
- ix. Participating in staff development and training activities in relation to priorities set by the College and/or Line Manager.
- x. [Additional assessment beyond that expected as part of the contracted teaching activity].
- xi. Extensive contributions to Moodle materials (beyond teaching plans, timetables, notifications to students, project briefs).
- xii. Participation in forward-looking curriculum development meetings.
- xiii. Contribute to recruitment, open days, student interviews/auditions and portfolio review.
- xiv. To organise non-standard student learning activities, including those personally delivered or on behalf of colleagues, such as study trips, external projects and placements.

## Guidance note

**Comprehensive hourly rate (CHR)** – this is the Basic Hourly rate x 2.25

**Basic hourly rate (BHR)** – this is calculated at the appropriate Grade 4  
(annual contractual hours of full time academic staff) annual salary point  
÷ 1591 hours

Further details can be found at Annex N of the Local Pay Agreement as amended July 2012.

The Comprehensive hourly rate is payable in respect of each hour's formal scheduled teaching together with the duties associated with that teaching as outlined under the duties and responsibilities in the job description.

Each guidance note below refers to the corresponding part of the Visiting Practitioner job description.

- f) This represents the core learning and teaching experience for the student and would normally represent one hour of timetabled formal scheduled teaching (FST).
- g) The tutor should arrive before the start of the teaching session and be satisfied that the space is effectively prepared for students to engage in learning. The space is to be left in a similar condition at the end of the session.
- h) This would involve (often with other academic colleagues) reviewing and evaluating ongoing student work giving appropriate developmental advice. (*See expectations for on-site presence for assessment below*).
- i) This would include monitoring attendance and reporting to the line manager any issues / giving appropriate feedback to students.
- j) Such meetings would not normally exceed 2-3 meetings per term and should be proportionate to the overall VP hours. VPs would not normally be expected to attend outside of their teaching days. They should also be advised of the timing of such meetings at the time of signing their contract and work plan each year.

## Expectations of on-site presence for formative assessment

The expectations of on-site presence for formative assessment depend on the nature of the teaching delivery and assessment methods. There are three categories as follows:-

### ***Theory-based disciplines with no practical assessments***

In these units, assessments can be completed away from the workplace and on-site presence in addition to teaching will be limited to key meetings outlined in the above guidance.

### ***Studio or practice-based disciplines where formative assessment is written / on-line***

In these units, assessment can be mostly completed away from the workplace but up to 10% (of non-contact hours) on-site attendance to undertake some assessment may be expected.

### ***Studio or practice-based disciplines where on-site formative assessment is required***

This is where assessment is primarily of practice and/or performance based work, and can only reasonably take place in a studio, theatre or other workplace/arts-based setting. In units where this applies an AL may be expected to work on-site for up to 30% of non-contact hours, to undertake assessment, as part of the CHR. Assessment requirements beyond 30% on-site attendance will be paid as additional duties at the BHR.

### **Additional duties**

These points should be read in conjunction with the additional duties in the job description and the following points are numbered accordingly

- Point (i) E.g. Meetings to discuss future subject development in preparation for revalidation or new subject development or major modifications to units within existing courses.
- Point (iv) E.g. Helping to set up Moodle sites for the first time or significantly rearranging an existing Moodle site.
- Point (vi) E.g. VPs may be asked to support the course team due to large application rates to courses or to cover for staff whom would normally be scheduled to undertake interviews or portfolio reviews.
- Point (vii) E.g. Where a VP may be asked to undertake a substantial amount of course or teaching related organisation.

### **Worked example**

A VP with 2 years' service is contracted to teach 80 hours at spine point 27

Their total working hours are	180	(80 x 2.25)
Teaching (contact) hours	80	
Non-contact hours	100	

If teaching on a studio or practice-based unit where formative assessment is necessarily undertaken on-site, they can be expected to work up to 30% (30 hours) of their non-contact hours on-site, undertaking this assessment.

If, for example, the VP is asked additionally to attend a recruitment open day for 7 hours they would be paid 7 hours of the basic hourly rate (BHR).

## Job Title: Visiting Practitioner

### Grade: 4

Shortlisting will be based on evidence (with appropriate examples where necessary) you provide in your personal statement to demonstrate clearly how you meet the following criteria.

All criteria listed is essential unless marked as desirable

Person Specification	
Specialist Knowledge/ Qualifications	<ul style="list-style-type: none"><li>• Undergraduate degree in graphic communication design or associated subject.</li><li>• Higher degree (e.g. MA) in graphic communication design or associated subject or equivalent experience <b>(Desirable)</b>.</li><li>• Teaching qualification (PG Cert or equivalent) <b>(Desirable)</b>.</li></ul>
Relevant Experience	<ul style="list-style-type: none"><li>• Experience of teaching in a higher education environment (permanent, fractional, or hourly paid contract).</li><li>• Applies an inquiring, innovative and reflexive approach to teaching and subject positioning.</li><li>• Considers equality, diversity and inclusivity in all aspects of teaching.</li><li>• Shows commitment to understanding the range of students' experiences within a course.</li><li>• Collaborates and works effectively and respectfully within teams, across different professional groups, and with a wide range of people.</li><li>• Evidence of research, knowledge exchange and/or professional practice that contributes to the advancement of graphic communication design activity and is relevant to the goals of the Programme, College and University.</li></ul>
Communication Skills	Communicates effectively orally, in writing and/or using visual media.
Leadership and Management	Motivates and leads a team effectively, setting clear objectives to manage performance.
Research, Teaching and Learning	Uses effective teaching, learning or professional practice to support excellent teaching, pedagogy and inclusivity.
Professional Practice	Contributes to advancing professional practice/research

	or scholarly activity in own area of specialism.
Planning and Managing Resources	Plans, prioritises and organises work to achieve objectives on time.
Teamwork	Works collaboratively in a team and where appropriate across or with different professional groups.
Student Experience or Customer Service	Builds and maintains positive relationships with students or customers.
Creativity, Innovation and Problem Solving	Uses initiative or creativity to resolve problems.

**Last updated:**