

Job Title: Reader in Graphic Design		
Accountable to: Dean of Design, Camberwell, Chelsea, Wimbledon		
Contract Length: Permanent	Hours per week/FTE: 37 / 1.0	Weeks per year: AYR
Salary: £53,011 - £64,032 pa	Grade: 7	
College/Service: Camberwell, Chelsea	Location: Camberwell, Chelsea	

Purpose of the role:

As part of the core teaching team within the Graphic Design Programme, the postholder will be expected to make significant research contributions to their field of expertise and support research activities and outcomes, actively participate in public, national and international forums for debate and contribute significantly to UAL events. The postholder will develop and locate their teaching, research and practice within the research aims and remit of the University of the Arts through work in the field of Graphic Design at Camberwell and Chelsea.

The post-holder will develop and lead research projects and significantly contribute to the academic research profile and activities of the university. They will take a leading role in their appointed field of research. They will plan and initiate the writing of external funding bids as either Principal Investigator or Co-Investigator. Readers are expected to act as Directors of Study and/or supervisors to research degree students as appropriate to their workload.

Duties and Responsibilities:

- To produce research and scholarship which makes a significant contribution to the furtherance of knowledge and its application within Graphic Design.
- Support and develop the activities of the College/Research Centre working closely with the UAL Professoriate, College Associate Dean of Research/ Research Centre Directors, College Research staff.
- Contribute to the academic research profile of the Programme/School/College/Centre, through attendance and participation at relevant national and international forums, and through participation at Programme/School/College/Centre/University conferences and events.
- Lead the development of external funding applications to research councils, charitable trusts and arts agencies as the Principal Investigator or Co-Investigator.
- To be involved in all aspects of the recruitment, supervision and support of School/College/Centre doctoral students.
- To perform such duties consistent with your role as may from time to time be assigned to you anywhere within the University
- 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 it for any staff you manage 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
- To conduct all financial matters associated with the role in accordance with the University's policies and procedures, as laid down in the Financial Regulations

College/Research Centre/ project specific Duties and Responsibilities:

Key Working Relationships:

- Dean of Design, CCW
- Programme Director, Graphic Design
- Managers and other staff, and external partners, suppliers etc; with whom regular contact is required.
- UAL Professoriate
- College Associate Dean of Research
- College Associate Dean of Knowledge Exchange
- Research Centre Director(s)

Specific Management Responsibilities:

Budgets: As appropriate (e.g. Reader support fund, as Principal Investigator, Hourly Paid Lecturers)

Staff: As appropriate

Other (e.g. accommodation; equipment): as appropriate

Signed:



Date of Last Review: April 2021

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.

Reader in Graphic Design

Person Specification Academic teaching and Research Grade 7:

E = Essential, D = Desirable, A = Application, T = Test, I = Interview

E	D	A, T, I
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Qualifications/Knowledge and Experience:

A proven academic ability, including ability to lead and develop research within an HE environment, encouragement to colleagues undertaking research, and the promotion of external academic collaboration.

x		A, I
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Relevant qualification: PhD in Design or relevant area of arts, design or communication.

x		A, I
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At least five years research activity at post-doctoral level or equivalent.

x		A, I
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A capacity to attract external resources in support of research at the University demonstrated through the previous promotion of externally funded academic collaboration.

x		A, I
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Knowledge and experience of arts higher education as a working environment.

x		A, I
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Strong record of research outcomes (through exhibition, performance, publication and conference presentation).

x		A, I
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Knowledge and experience of supervising doctoral students

	x	A
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Experience of working collaboratively on research projects.

x		A, I
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Ability to lead the Academic and/or professional development of own area of expertise within the University.

	x	A, I
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An in-depth understanding of the subject area, including recent developments in the field.

x		A, I
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Commits to own development through effective use of the University's appraisal scheme and staff development processes.

x		A, I
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Communication and Service Delivery:

Ability to communicate ideas clearly and persuasively, summarising and interpreting complex, conceptual and specialist matters/information accurately, using appropriate styles and arguments to influence and negotiate satisfactory outcomes.

x		A, I
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Ability to tailor delivery, style and media to suit the audience whilst monitoring understanding by obtaining feedback.	x		A, I
Able to manage tasks within a limited timeframe	x		A, I
Uses appropriate levels of IT skills to enable best use of available information and communication to support learning and organisational effectiveness as necessary for the post.	x		A, I
Experience of actively seeking to build productive and enduring relationships between teams to strengthen working relationships and encourage collaborative activities across the College/University	x		A, I
Experience of leading and developing internal and external networks to pursue a shared role, related interests and influence events or decisions.		x	A, I
Maintains up to date knowledge of services available in own and related areas of work adapting services and systems to meet student needs.	x		A, I
Managing Resources:			
Co-ordinates own effort with that of others so that work is completed effectively in line with team objectives.	x		A, I
Ability to ensure that time and resources are used effectively, continually reviewing progress to improve efficiency and to ensure that work of self and others is completed in line with team objectives.	x		A, I
Problem Solving:			
Experience of gathering data rigorously and conducting robust analysis, questioning assumptions and existing knowledge.	x		A, I
Ability to develop hypotheses and concepts to explain data, events and phenomena, reporting on findings to the wider community and is able to withstand challenge by relying on evidence gathered and processes used for analysis.	x		A, I
Ability to develop new hypothesis and concepts for testing to expand or extend existing body of knowledge.	x		A, I

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Ability to challenges the status quo and provides mechanisms and approaches to explore new possibilities or explanations.

x		A, I
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Experience of combining rational analysis and experience to take long lasting and or complex decisions.

	x	A, I
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Ability to initiate processes and procedures to resolve problems, anticipating difficulties and identifying practical ways of overcoming or preventing them.

x		A, I
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Work Environment and Care:

Ability to undertake health and safety duties and responsibilities appropriate to the post.

x		A
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Ability to deal with difficult situations or confidential matters according to policy and procedure.

	x	A, I
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Commits to the University's Equal Opportunities Policy, together with an understanding of how it operates within the responsibilities of the post.

x		A, I
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Teaching and Learning related Support:

Ability to actively contribute to teaching at level 4, 5, 6, 7

x		A, T, I
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Ability to contribute to doctoral supervision at the College.

x		A, I
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