



Work by Claudia Gusella © Francesca Landi and Mariachiara Rigoni

Appointment of

**ASSOCIATE DEAN: RESEARCH**

# FOREWORD



Working at the Ceramics Workshop © John Sturrock

Thank you for your interest in the role of **Associate Dean: Research, Central Saint Martins**.

It is a crucial time for Central Saint Martins and the University of the Arts London where the values of anti-racism, climate, and social justice must underpin everything we do. These conditions, emphasised in the **UAL Strategy (2022-2032)** set urgent challenges and describe the potential for us, as a creative practice educational institution, to reflect collectively on *why, what* and *how* we do.

Central Saint Martins has a long legacy of engaging with the global debate about the arts, performance and design, and their role in societal transformation. We believe that creativity has a strong contribution to make and we empower

our graduates to be changemakers and leading practitioners in their field.

Research is central to our purpose, and informs much of what we do – from teaching, through knowledge exchange and the broad range of creative practices to fostering growth in the creative sector by pushing the boundaries of knowledge and creative practice.

We hope you will consider joining our creative community and find what you need to know in this application pack. Should you wish to discuss your application, please contact me via Marion Eastwood: [marion.eastwood@csm.arts.ac.uk](mailto:marion.eastwood@csm.arts.ac.uk)

**Dr Rathna Ramanathan, Head of Central Saint Martins and Pro-Vice Chancellor, UAL**



# THE UNIVERSITY

## A Global University

For the fourth year running, University of the Arts London is the world's second University for Art and Design in the QS World University Rankings © 2022. It offers an extensive range of courses in art, design, fashion, communication and performing arts, with graduates going on to work in and shape creative industries worldwide. Our diverse and talented community comprises over 5,000 academic, professional, and technical staff. Together we are committed to social purpose. This includes creating a better and more sustainable world and championing race equality.

Across the University, we offer a learning environment in which originality is recognised, difference is respected and excellence is pursued. Our values centre on social justice and environmental stewardship. We respect and encourage the academic freedom of our staff and the natural curiosity of our students.

## Our Collegiate structure

UAL is structured as a 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 Colleges

The six constituent Colleges are as follows:

**Camberwell College of Arts:** Camberwell offers courses in fine art and design and its unique studio culture gives students the freedom to explore their creativity and use facilities that embrace traditional craftsmanship and digital technology;

**Central Saint Martins:** Central Saint Martins is a world leading centre for art and design education, with nine programmes covering a wide range of creative arts disciplines;

**Chelsea College of Arts:** Chelsea specialises in curating, fine art, graphic design communication, textile design, interior and spatial design. It provides students with a stimulating space and supportive atmosphere so they can develop their practice;

**London College of Communication:** London College of Communication is a pioneering centre for design and media education. It works at the cutting edge of new thinking and prepares its students to define the future of the creative industries;

**London College of Fashion:** London College of Fashion is a leading global provider of fashion education, research and consultancy. It offers undergraduate and further education courses, integrated and postgraduate masters, research degrees and short courses;

**Wimbledon College of Arts:** Wimbledon is a centre for all aspects of performance education, including acting, costume and stage design.

# THE UNIVERSITY



Central Saint Martins © Jeremy Till

## Our students and research

With more than 21,000 students from over 130 countries (49% of whom are from outside the UK, with 30% outside the UK and EU), 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. It has a vibrant research culture across its six Colleges, with University Research Centres and Institutes which lead innovative research and disseminate this through exhibitions, publications, conferences, festivals

and workshops. UAL's research currently spans various disciplines, including Art, Architecture, Communication, Computing, Culture, Design, Education, Fashion, Media, Music, Performance, Photography and Screen.

In Research Excellence Framework (REF) 2021, UAL was the top institution for Art and Design research, leading for the size and quality of its REF submission, with 85% of research graded at world-leading (4\*) or internationally excellent (3\*).

Occupying multiple sites across London, staff and students 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 universities and creative organisations. UAL is led by an Executive Board, chaired by President and Vice-Chancellor, James Purnell, and governed by a Court of Governors.

# CENTRAL SAINT MARTINS



Gabriela Engdahl, Normal World © Alessandro Filizzola

Central Saint Martins is alive with different ways of thinking, making and doing. Across art, design and performance, our students create the ideas, materials and actions for a better future. Creative practice combines the ability to imagine new futures with the means to deliver them. As such, artists and designers are equipped to address our urgent global challenges – from tackling the climate and biodiversity emergencies to forging more equitable societies.

Our students work with hope and uncertainty, using their compassion and vision to shape the world through creative action. What we do is always connected to others. Our community

goes beyond building, beyond disciplines and beyond borders. From local neighbours to global partners, Central Saint Martins collaborates with others to build knowledge and transform objects, systems and lives for the better. We understand that good things happen when people work together.

Art, design and performance are often seen at Central Saint Martins as vehicles for protest, comment, community engagement and societal change. This is particularly the case with the current political and social context, against which our students have quickly found means of expressing their personal and collective positions.



# CENTRAL SAINT MARTINS



Work in Progress, 2017 © John Sturrock

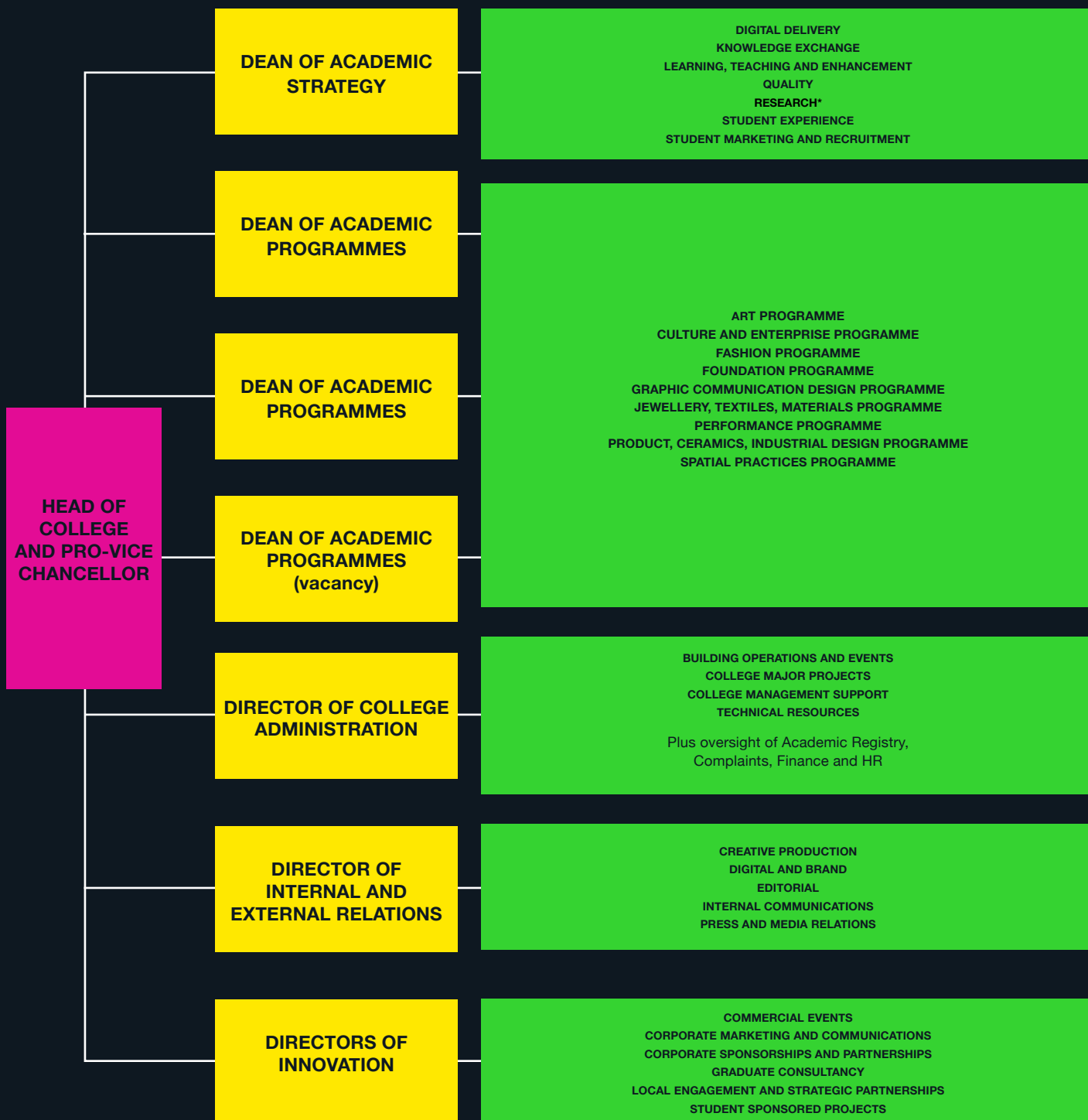
The identity of Central Saint Martins is inherited from two groundbreaking arts and design schools: St Martin's School of Art and the Central School of Arts and Crafts. From their Arts & Crafts beginnings, both educational institutions developed radical creative practices and progressive social values in education. The two schools merged in 1989 to create Central Saint Martins (later joined by Byam Shaw School of Art and Drama Centre London).

Our multi-award winning building houses a broad sweep of disciplines under one roof, encouraging creative generosity and collaboration. Increasingly the work emerging from the college crosses traditional disciplinary boundaries, as students find hybrid and unexpected ways of working. Our location, at the heart of the ongoing development of King's Cross increases the need to open our doors, metaphorically and physically, to as broad an audience as possible.

# CENTRAL SAINT MARTINS

## Organisation

\* pls. note that the Associate Dean: Research currently reports to the Dean of Academic Strategy [DAS] as do all AD roles in the College; in the future, line mgmt. is likely to change to Dean: RKE once the latter post has been recruited to.





# ASSOCIATE DEAN: RESEARCH

## Role



Diana Tso and her seaweed flower pots © Alys Tomlinson

University of the Arts London is seeking a dynamic, strategic and experienced academic and researcher to join Central Saint Martins as Associate Dean: Research [AD:R]. The role of AD:R is central to the intellectual and creative life of Central Saint Martins [CSM].

The research base at CSM is strong, and there is ambition and opportunity to develop new areas and collaborations, whilst supporting the work of early and emerging researchers. The post holder will lead the way that CSM supports, develops and disseminates its research within the framework of the [UAL Research Strategy 2023-2028](#). Working with others, the AD:R will build and maintain an academic environment that promotes outstanding research, creative practice and public-facing knowledge exchange.

The post holder will need to understand and respect the broad range of research interests and methodologies that exist within the College

and University. The role demands sensitive negotiation within the complex systems that any large institution throws up, particularly an understanding of the need to address both College and University needs. The post holder will have to work closely and in collaboration with colleagues in the areas of knowledge exchange, contract research, and innovation.

You will be an experienced researcher in one of the disciplines covered by CSM, with a track record of high-level outputs, and experience in funding applications and research grant delivery. Candidates of appropriate standing will be considered for a professorial title under normal UAL procedures.

You should have significant experience in research leadership and management. You will need to have knowledge of the various structures and policies associated with HE research, particularly as they impact on the creative arts.



# ASSOCIATE DEAN: RESEARCH

## Job description

### Purpose of Job

Working with the Pro-Vice Chancellor/Head of College, Dean of Research and Knowledge Exchange [RKE], Deans of Academic Programmes, and the UAL Research Management and Administration Service, the post holder will be involved in the development, management and support of the College's Research environment. The post holder plays in a key role in the support, mentoring and management of academics, including PGRs and ECRs.

The post holder will play a pivotal role in supporting funding bids with a view to securing significant external funding from a variety of sources. The post holder will also provide leadership for the College's PGR student programme including the PGR student experience.

It is expected that the post holder will be an active researcher in one of the College's areas of research, and time will be given to pursue individual and collective research.

The candidate must have the proven ability to organise and manage complex workloads.

### Additional College Purpose

It is essential that the Associate Dean can think rigorously, dynamically and entrepreneurially about the contributions and future of practice research within the College and is able to align and motivate staff at all levels to achieve the University's and College's strategic ambitions.

### Duties and Responsibilities

#### *At university and college level*

- ▶ To work in collaboration with the College Dean of RKE, UAL Research Management and Administration Service and College Management Team to provide academic leadership and support to those working in research areas to ensure that research projects are delivered effectively and that quality outputs are disseminated locally, nationally, and internationally.
- ▶ In consultation with the College Dean of RKE manage the resources effectively in the pursuit of agreed research priorities to support the College's curriculum offer.
- ▶ To contribute to the development, implementation and delivery of the University Research Strategy.

- ▶ To participate in and contribute to the development and support of research centres, networks and groups of researchers within the College.
- ▶ Working with Research Teams and the UAL Research Management and Administration Service to actively seek research funding opportunities, prepare bids, assist colleagues in the preparation of research funding bids as appropriate and identify opportunities for the strategic development of new areas of research.
- ▶ To develop sustainable links with external contacts such as other educational, research, government and professional bodies to foster discipline specific and cross disciplinary research collaborations.
- ▶ To support the College Dean of RKE, Deans of Academic Programmes, Dean of Doctoral School and work with the UAL Research Management and Administration Service in the recruitment, retention, supervision, training and examination of high quality research degree students.
- ▶ To ensure the College complies with UAL and all other appropriate research related policies and procedures such as ensuring that proper research governance and ethics are applied in accordance with UAL policies and Codes of Conduct.
- ▶ To enhance and extend the links between research, knowledge exchange and taught courses across the College and University.
- ▶ To support the effective communication and promotion of College and University research.
- ▶ To be a member of College, University and external committees as required.
- ▶ To operate the College's Research Mentoring scheme.
- ▶ To co-ordinate the work of the College Research Hubs/Networks.
- ▶ To play an active role in the generation of research funding from external sources including devising of income generating activities and training.
- ▶ To contribute to the appointment and appraisal of research staff within the College.
- ▶ To manage the College administrative research team and have line management responsibilities for the PhD Student Coordinator and any other staff as appropriate.

# ASSOCIATE DEAN: RESEARCH

## Job description

### Duties and Responsibilities (contd.)

#### *At an individual level*

- ▶ To undertake research in your own subject specialism, both as an individual and where appropriate by heading a research team and managing research staff.
- ▶ To publish the outcomes of your research through means appropriate to your discipline.
- ▶ To supervise research degree students.
- ▶ To contribute to teaching and curriculum design and development in your relevant discipline.
- ▶ To contribute to the national and international agenda and debates/ and or strategic thinking around research in art, design and performance.

#### *General*

- ▶ 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 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.
- ▶ 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 work in accordance with the University's Staff Charter and Dignity at Work Policy, promoting equality diversity and inclusion 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.
- ▶ To personally contribute towards reducing the university's impact on the environment and support actions associated with the UAL Climate Action Plan.

#### *Key Working Relationships*

- ▶ Pro Vice-Chancellor/Head of College
- ▶ Deputy Vice Chancellor RKEE (Research Knowledge Exchange and Enterprise)
- ▶ College Dean, Research Knowledge and Exchange
- ▶ Dean of Academic Strategy
- ▶ College Deans, Associate Deans and Programme Research Leaders
- ▶ Director of Research, Management and Administration
- ▶ Director of Knowledge Exchange
- ▶ Other College Associate Deans of Research

#### *Specific Management Responsibilities*

- ▶ Manage ongoing/project-related budgets associated with key areas of responsibility.
- ▶ Direct line management of research staff.
- ▶ Significant task leadership and management responsibility.



# ASSOCIATE DEAN: RESEARCH

## Person Specification

### Specialist Knowledge/ Qualifications

- ▶ Postgraduate qualification in related subject or equivalent professional experience.
- ▶ PhD in related subject area.
- ▶ Significant relevant research experience in an appropriate educational environment.
- ▶ An active researcher in a College related discipline with a track record of high quality outputs.
- ▶ Recognised as an authority in their subject or profession with widespread public or professional recognition within their institution and amongst external peers based on demonstrated expertise.
- ▶ Holding a nationally recognised teaching qualification is desirable.

### Relevant Experience

- ▶ Experience of mentoring and coaching staff to realise and fulfil their research potential.
- ▶ Extensive background in research policy and funding in a HE context.
- ▶ Experience of applying for research funding and running research grants.
- ▶ Has experience in summarising and interpreting complex, conceptual and specialist matters/ information accurately, using appropriate styles and arguments to negotiate satisfactory outcomes.

### Communication Skills

- ▶ Ability to communicate in a compelling and influential manner.
- ▶ Adapts style and message to a diverse internal or external audience in an inclusive and accessible way.

### Leadership and Management

- ▶ Motivates and leads effectively, setting the direction of one or more functions and promoting collaboration across formal boundaries.

- ▶ Fosters an environment that embraces change, helps others to accept new ideas and make change happen.

### Research, Teaching and Learning

- ▶ 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

- ▶ Effectively plans, prioritises and manages complex projects or activities to achieve long term strategic objectives.

### Teamwork

- ▶ Builds effective teams, networks or communities of practice and fosters constructive cross team collaboration.

### Student experience or customer service

- ▶ Makes a significant contribution to improving the student or customer experience to promote an inclusive environment for students, colleagues or customers.

### Creativity, Innovation and Problem Solving

- ▶ Initiates innovative solutions to problems which have a strategic impact.

# ASSOCIATE DEAN: RESEARCH

## Terms and Application Process



Archive Research by Damilola Ayo-Vaughan © Alys Tomlinson

### 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.
- ▶ An appropriate relocation package may be available as part of the appointment arrangements.

We are an equal opportunities employer embracing diversity in all areas of activity and are actively working to increase representation among academic staff of people from black, Asian and minority ethnic backgrounds, people who are LGBTQ+, people with a disability, or learning difference, from different nations and regions, or from a less advantaged socio-economic background.

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.

### How to apply

Applications should consist of a full academic CV, and a covering letter (max 2 sides of A4) with narrative text addressing the criteria in the Person Specification, and explaining your interest in, and suitability for, the role. Your application must evidence the nature and achievements in your research and pedagogical innovation, and wider leadership or managerial responsibilities held and achievements therein.

The deadline for receipt of applications is **23.55 (GMT on 29 June 2023)** using the UAL application portal and pressing the APPLY button at the bottom of the page. Shortlisted candidates will be invited to interview by 30 June. The interviews will happen in person between 6-14 July.

Questions about the role and appointment can be addressed directly to the Pro-Vice Chancellor and Head of College, Dr Rathna Ramanathan or to the Dean of Academic Strategy, Allan Atlee, contacting in the first instance, PA to the Executive Team, Marion Eastwood: [marion.eastwood@csm.arts.ac.uk](mailto:marion.eastwood@csm.arts.ac.uk)