

JOB DESCRIPTION

Job Title: Research Fellow – Decolonising Arts Curricula **Accountable to:** Institute Director
Contract Length: Fixed term for 12 months **Hours per week/FTE:** 28 / 0.8 **Weeks per year:** 52
Salary: £38,694 - £46,423 **Grade:** 5
College/Service: Decolonising Arts Institute **Location:** Chelsea College of Arts

About the Decolonising Arts Institute:

Launching in autumn 2020, the new UAL Decolonising Arts Institute seeks to challenge colonial and imperial legacies and drive social, cultural and institutional change. The Institute aims to be a de-centred, disruptive, evolving and porous space, supporting interdisciplinary collaborations and research-driven projects through partnerships across UAL and beyond, to impact on curriculum, pedagogy, and the arts, culture and education sectors more widely. The Institute is a UAL-wide initiative, with an office at Chelsea College of Arts. Our activities are informed by the following key questions:

- What does it mean to decolonise the arts?
- How do we decolonise the curriculum and the university from within?
- How can we work to dismantle and transform what we know and what we do?

Purpose of Role:

UAL's Decolonising Arts Institute seeks a Research Fellow to support the Institute's work with key staff across UAL's constituent colleges, to collaboratively develop and deliver strategies and resources for decolonising the spaces and strategies of teaching and learning.

We are particularly keen to recruit someone with a background in creative arts practice and/or art and design history, familiarity with postcolonial, decolonial and feminist theories and practices, and preferably with relevant experience in educational contexts. While the post is open to external and internal applicants, it may also be undertaken as a secondment from an existing role within UAL.

The post holder will work closely with the Decolonising Arts Institute team and colleagues across UAL, including the Teaching and Learning Exchange. Engaging staff and students across the Colleges at undergraduate, postgraduate and doctoral levels, they will develop, facilitate and deliver strategies and resources for curriculum change, that provide learners and educators with adaptable tools to critically embed questions and principles of decolonization into their creative practice and teaching.

Playing a key role within a project focused on systemic curriculum change, with the potential to influence the wider art and design education sector, the post holder will be expected to produce outputs to communicate and raise the profile and support for the activity. These may include: collaborative and independent conference papers, journal articles, workshops and presentations.

Duties and Responsibilities

- To develop an agreed research project focused on curriculum change and pedagogy, relating to the Institute's identified research aims and areas of interest, and existing academic and educational development initiatives led by UAL Teaching and Learning Exchange.
- To situate the project within relevant fields and identify the distinctive approaches and contributions of the project.
- To work closely with the Institute Director, Institute Manager and other UAL colleagues, in the development, planning and delivery of the agreed research project's aims and objectives, ensuring resources are collectively produced, embedded and widely shared.
- To contribute to and disseminate the outcomes and outputs of the project, through independent and collaborative preparation and presentation of findings within UAL, conference papers, contributions to refereed journals, and the editing/authoring of other materials, as appropriate
- To contribute to the profile of the project and the Institute, through attendance and participation at relevant national and international forums, and participation at university conferences and events.
- To contribute to doctoral and other research activities of the Institute.
- To continue to develop your own practice.

- 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
- To personally contribute towards reducing the university's impact on the environment and support actions associated with the UAL Sustainability Manifesto (2016-2022)

Key Working Relationships: Managers and other staff, and external partners, suppliers etc; with whom regular contact is required.

- Director, Decolonising Arts Institute
- Post-doctoral Research Fellows, Decolonising Arts Institute
- Manager, Decolonising Arts Institute
- Teaching and Learning Exchange
- Associated Research Centres and Researchers at UAL
- Research Management and Administration (UAL)
- External partners involved in funded research and knowledge exchange

Specific Management Responsibilities

Budgets: None

Staff: None

Other (e.g. accommodation; equipment):

Signed _____ Date of last review _____
(Recruiting Manager)

Person Specification Academic Teaching and <u>Research</u> , Grade 5			Means of Testing A / T / I
E = Essential D = Desirable A = Application T = test I = Interview	E	D	
Qualifications/Knowledge and Experience			
Is regarded as an authority in their field of specialism with both internal and external peers.	✓		A
Relevant qualification: PhD in a relevant area of arts, design or communication or related area completed within five years of the commencement of the post.	✓		A/I
Applies and shares knowledge and experience as necessary.	✓		A/I
Ability to lead the academic and/or professional development of own area of expertise within the University.	✓		A/I
Track record of successful applications to external bodies for grants in support individual and/or collaborative research.		✓	A/I
An excellent record of research dissemination (e.g. through exhibition, performance, publication and conference presentation)	✓		A/I

Commits to own development through effective use of the University's appraisal scheme and staff development processes.	✓		A/I
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.	✓		A/I
Ability to adapt communication delivery, style and media to suit the audience whilst monitoring understanding by obtaining feedback.	✓		A/I
Uses appropriate levels of IT skills to enable best use of available information and communications to support learning and organisational effectiveness as necessary for the post. MS Office Email Intranet Web 2 Technologies Virtual Learning Environment Systems	✓ ✓ ✓ ✓	✓	A
Ability to co-ordinate own effort with that of others so that work is completed effectively in line with team objectives.	✓		A/I
Experience of being involved in internal and external networks, pursuing a shared interest.		✓	A/I
Ability to maintain up to date knowledge of services available in own and related areas of work adapting services and systems to meet student needs.	✓		A/I
Managing Resources			
Experience of working collaboratively as part of a team, giving support where necessary.	✓		A/I
Ability to plans and prioritises own work and that of others, monitoring progress and taking corrective action where necessary.	✓		A/I
Problem Solving			
Experience of gathering data rigorously and conducting robust analysis, questioning assumptions and existing knowledge.	✓		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.	✓		I
Ability to initiate processes and procedures to resolve problems, anticipating difficulties and identifying practical ways of overcoming or preventing them.	✓		A/I
Ability to carry out investigations into complex or sensitive issues, producing reports that identify key issues and findings.	✓		A/I
Ability to assess the comparative merits of various sources and types of data and different modes of analysis.	✓		I
Person Specification Academic Teaching and <u>Research</u>, Grade 5			
E = Essential D = Desirable A = Application T = test I = Interview	E	D	Means of Testing A / T / 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.	✓		A/I
Ability to develop new hypothesis and concepts for testing to expand or extend existing body of knowledge.	✓		A/I
Ability to initiate processes and procedures to resolve problems, anticipating difficulties and identifying practical ways of overcoming or preventing them.	✓		I
Work Environment and Care			
Ability to undertake health and safety duties and responsibilities appropriate to the post.	✓		A
Commits to the University's Equal Opportunities Policy, together with an understanding of how it operates within the responsibilities of the post.	✓		A/I