

## Teaching Fellow (China) with PhD Studentship

**Candidate Information Pack – June 2024**

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## A Welcome from the Vice-Chancellor



We have been developing leaders, entrepreneurs and innovators at the Royal Agricultural University (RAU) ever since 1845.

The very first agricultural college in the English-speaking world, the RAU was established at a time of burgeoning industrialisation and urbanisation when enlightened individuals, and members of agricultural societies, recognised that the transformation of UK agriculture – needed to increase food production – could only be achieved through education, and the application of science and innovation.

“Practice with Science” was the mantra of our founders, as indeed it still is, as we pursue our mission to equip a new generation of graduates to meet the most pressing challenges that face us in the world today – climate change, food security, sustainable land use, biodiversity loss, heritage management, and so on.

Our strategy rests on three pillars: Quality, Reach, and Sustainability. We want to be the very best in all that we do at a local level, a national level, and a global level, and to do so in as sustainable a way as possible. We aim to be a solution- provider – the country’s leading, and indeed the UK’s global, university in sustainable farming and land management.

With a family of 17,000+ alumni world-wide, we are proud of our heritage and we aim to be as societally relevant in the future as we have been in the past.

If you would like to play a leading role in shaping the future development of the RAU and you share our passion and commitment to the land-based sector - to agriculture, food and the environment; real estate land management; rural business and entrepreneurship; cultural heritage and equine management and science – then we would be delighted to hear from you.

Thank you for your interest in the Royal Agricultural University.

Best wishes

A handwritten signature in blue ink that reads "Peter McCaffery".

Professor Peter McCaffery  
Vice Chancellor



# About the Royal Agricultural University

## Where Are We Now

The RAU is as socially relevant today as it has been throughout our 179-year history. Our mission today bears testament to the foresight of our founders as we aim to equip a new generation of graduates to meet the most pressing challenges that face us in the world today – climate change, food security, sustainable land use, biodiversity loss, heritage management and so on.

A 'university without walls', science-based and practice-centred, with over half of our research adjudged 'world-leading and international in quality' we are the leading specialist university in England.

One of only six Universities (and the only small specialist provider) recognised as a National Centre of Excellence by the Institute of Enterprise and Entrepreneurship, our Farm 491 is also the UK's leading agri-technology incubator and accelerator.

We are the leading supplier of rural chartered surveyors in the UK with 165 of our Alumni in Director roles in the major national and international firms.

In the National Student Survey (2022) we were ranked the top university in the UK for being a 'Learning Community', fourth for overall student satisfaction across English Universities and top 10 for both Academic Support and Organisation and Management while outperforming all 24 universities of the Russell Group.

## Our heritage

The Royal Agricultural College (RAC), now the Royal Agricultural University (RAU), was the first agricultural college in the English-speaking world. The first 25 students were admitted in September 1845.

From its early days, the College was staffed with innovators and pioneers and made a considerable impact on farming practice and agricultural science. In 2013, the Privy Council awarded the College full University Status with Taught Degree Awarding Powers, in recognition of its long record in the provision of higher education.

## The present

The RAU has around 1,000 students studying a range of subjects, including agriculture, business, environment, equine science, farm management, food, real estate, and rural land management. Set on the edge of Cirencester in the beautiful Cotswold countryside, its small size provides an exceptional sense of community amongst students and staff, which supports, develops and encourages students from all backgrounds to achieve their ambitions. In addition, we have established the RAU Joint Institute of Advanced Agri-Technology at Qingdao Agricultural University in China where 1,200 Chinese students are studying for double degrees in agriculture, environment, food production and supply management, and business management.

The University motto is 'Arvorum Cultus Pecorumque', a quotation from Virgil's Georgics, meaning 'Caring for the Fields and the Beasts'. This maxim has been enduringly relevant for a University which, in every area of its activity, has worked to promote sustainable use of the land, safeguard

the environment and animal welfare and the wellbeing of rural communities. The RAU prides itself on combining subject expertise with industry connectivity and an innovative, forward thinking, enterprising approach. This opens doors for students, and RAU graduates are well prepared for successful and rewarding careers in their chosen field, whether that be leading innovation and change in industry, informing future land-based policy, or setting up their own businesses.

## The future

Our vision is to be the UK's global university for sustainable farming and land management, enabling communities across the world to thrive in harmony with nature. We will pursue our vision by focusing on three outcomes which run through all we do:

- **Quality** - a global reputation for excellence and leadership across our teaching, research and engagement.
- **Reach** - a growing, diverse and inclusive community of students and partners in the UK and internationally.
- **Sustainability** - a showcase for sustainable and resilient management, through our land and estate, our finances and our culture.

The RAU strategy is available here: <https://www.rau.ac.uk/about-rau/our-vision-and-strategy>

## University Values

As a University we have chosen five values to underpin our learning community. These are the values which we will all work by and for which we want the RAU to be known. We are:

- **Collaborative** - we believe in the power of working together. We are stronger as a community of practice - inspiring each other, identifying shared goals, and providing reciprocal support to achieve greater success.
- **Open-Minded** - we are receptive to new ideas and we value the diversity of experiences and skills. We are committed to listening to everyone across the RAU community.
- **Resourceful** - we adopt creative approaches to achieve our goals while setting higher standards, promoting professionalism and sustainability.
- **Responsible** - individually and collectively we take accountability for our actions working with integrity to achieve the highest ethical standards.
- **Inclusive** - we acknowledge the fundamental value and dignity of all individuals and are committed to maintaining an environment that seeks to eliminate all forms of discrimination and respects diverse traditions, heritages, and experiences.

## Recent RAU Highlights

- In 2022, the RAU emerged as the leading specialist university in England for research in the latest round of the Research Excellence Framework (REF) which commended more than half of our research as 'world-leading and international in quality'.
- The RAU partnered with Uzbekistan's Ministry of Agriculture to open a new International Agriculture University in the nation's capital Tashkent in October 2022. Franchising some of our existing degree programmes, IAU students access a blend of face to face and online lectures and resources, with new degrees and modules being developed to suit Uzbekistan's conditions and international trade ambitions.
- The RAU was re-approved as a Centre of Excellence for Enterprise Education by the IOEE (Institute of Enterprise and Entrepreneurs) for a further three years from November 2022 – the only small and specialist university in the UK to have been granted the IOEE's Centre of Excellence status.
- The RAU achieved excellent student satisfaction scores in the 2022 National Student Survey (NSS) ranking first, among all UK universities, for Learning Community, and fourth for Overall Satisfaction, as well as being in the top 10 for both Academic Support and Organisation & Management. We also scored top marks for our work with industry and the public sector in a survey of 139 English universities and institutes published in September 2023.
- The Office for Students (OfS) awarded the RAU £5.8m, the maximum amount available, to develop a new Land Laboratory Teaching Centre which will provide an integrated, state-of-the-art, facility to train students in climate-smart, resilient agriculture and land management.
- We ranked in the top ten at the 2023 Whatuni Student Choice Awards in 2023 in the Small or Specialist category and were also shortlisted for a special Whatuni Student Choice Award linked to Cost of Living support provided to our students.
- We plan to create a sustainable, carbon neutral, Innovation Village on a 29-acre site at the RAU's Cirencester campus. The proposed £100m development, which is central to our vision, will be home to a community of entrepreneurs, policymakers, practitioners, and researchers committed to addressing the major global challenges we all face, and aims to support industry, food producers, farmers, and landowners in developing sustainable solutions for healthy land and nature, food production, and resilience in rural communities.
- Joint third in achieving the highest change in rank position, the RAU moved up 22 places in the Complete University Guide 2024 coming in at number 73 out of the 130 universities listed.
- The 2023 Knowledge Exchange Framework (KEF) highlighted our strengths in continuous professional development and graduate start ups amongst others. Nationally, the RAU was ranked second among the specialist universities in the science, technology, engineering and mathematics (STEM) cluster.
- RAU researchers have been awarded £1.4 million in research grants in the past year to develop their scientific investigations into land use and agriculture.
- We were ranked in the top 10 universities in the UK for the best student experience, and as the highest-ranking university in Gloucestershire, in the Sunday Times Good University Guide, climbing 14 places from our 2021 rating.

- The RAU was one of the first employers in Gloucestershire to receive an Inclusivity Works 'Inclusive Employers' Award as part of a scheme to inspire more employers to take advantage of fantastic, talented and motivated potential employees who may not have previously been considered. We are now also registered as a 'Disability Confident' committed employer.
- The RAU was awarded Silver - with both its student experience and student outcomes being commended as being of "typically very high quality" - in the 2023 Teaching Excellence Framework (TEF), a national scheme run by the Office for Students (OfS) to encourage higher education providers to improve and deliver excellence in the areas that students care about the most: teaching, learning, and achieving positive outcomes from their studies.
- The RAU is the only small specialist university to establish a Joint Institute in China – with Qingdao Agricultural University – and we are one of only five 'highly trusted' UK universities recognised by the Chinese Ministry of Education.
- Our twinning initiative with the Sumy National Agrarian University in Ukraine is now a role model for others in providing humanitarian, teaching and research collaboration and support for 'academics at risk' world-wide.

## The Role

**Job title: Teaching Fellow (China) with PhD Studentship**

**Responsible to:** Dean of Agricultural Science and Practice or Dean of Land and Property Management

**Location:** Cirencester, Gloucestershire and at our partner institutions in **China**. Teaching periods in China would not normally exceed two 7-week periods every year.

**Term:** fixed-term position for up to 6 years or earlier if successfully complete PhD

**Hours:** Teaching Fellow role 17.5hrs/week (equivalent to 0.5 FTE)

**Salary (Teaching Fellow part-time):** Grade 7: 50% of £32,982 (£16,491 per annum) pay review pending

**Stipend (PhD student part-time):** You will also receive a stipend at £8,834 per year (pay review pending) which will be paid to you in regular monthly instalments. The stipend is non-taxable and is only provided for the duration of your study.

**PhD fees:** the University will cover your part-time tuition fees at the RAU for UK/home students, usually for up to six years of your study; however, if you're an international student, we may only cover part of your fees. In these situations, you will be responsible for covering the difference.

**What if you leave?** – If you choose to leave the position before completion of the PhD, the University will facilitate the self-funded completion of your PhD programme.

## The Purpose

We are welcoming applications from talented, ambitious and passionate individuals with a relevant postgraduate qualification to participate in an exciting new initiative focused on developing future leaders in the land-based sector.

This unique opportunity combines a part-time PhD programme of your choice (within RAU disciplinary expertise) with a teaching position delivering undergraduate teaching to our international and UK programmes. Teaching tasks will include undergraduate modules and dissertation supervision related to your disciplinary expertise such as modules in sustainable agriculture, equine, environment, food business and land and property management.

You will be supported to develop an ambitious transdisciplinary PhD research programme that builds on RAU collaborations with industry, civil society and government on a topic relevant to the RAU's research strategy. The PhD programme will align with our founding purpose, for example caring for land and acting as a showcase of sustainability in food, farming and environment.

A part-time PhD will normally take 6 years (maximum 8 years). During this period, you will benefit from a tax-free Doctoral Training stipend and your tuition fees will be covered for home/UK students. As a result of an Office for Students grant for £5.8 million will have access to the newly refurbished Land Laboratory teaching centre will include combined wet lab and IT-enabled learning environment covering a broad range of disciplines and skills.

You will also receive a 50% full time equivalent salary for the teaching fellow element of the programme. You will also be supported through your Postgraduate Certificate Academic Practice (PGCAP) and application for Fellowship of the Higher Education Academy (HEA).

After successful completion of the six-year PhD programme it is expected that you will be capable of securing an independent academic or industry leadership position either within the RAU or elsewhere. The PhD fees for UK students only will be covered by the RAU whilst you remain in this position. If you choose to leave the position before completion of the PhD, the University will facilitate the self-funded completion of your PhD programme.

We are seeking talented individuals that have the potential for academic or industry leadership. This will include a track record of excellent academic performance at undergraduate and postgraduate level. You will possess the interpersonal skills of a future leader including excellent communication, team working skills and performance delivery mindset. You will be ambitious for your future career within academia, industry or government. You will also be passionate about making a positive difference in both your teaching and research activities. This passion will reflect the significant global challenges and opportunities facing the land-based sector such as climate change crisis, biodiversity loss, adoption of technology and thriving rural economies.

## Key Responsibilities

### 1. TEACHING AND ASSESSMENT

- Developing the teaching programmes aligned with your disciplinary expertise within RAU existing teaching portfolio including sustainable agriculture, equine, food business, environment, and rural land management either on our RAU campus or at one of our Transnational Education (TNE) partners so you must be willing to travel and teach abroad.

- Deliver teaching through lectures, tutorials, seminars, field excursions (national and international), practical exercises and other modes of delivery to undergraduate and postgraduate students.
- Design, deliver and mark a range of assessments, as required by programme specifications.
- Supervise undergraduate student dissertations.
- Create student awareness of current professional practice through visits, case studies and visiting speakers.
- Provide academic support for students (all staff have academic support tutor responsibilities).
- Engage in the continual updating of knowledge and understanding in your teaching skills. It is a requirement to undertake a Postgraduate in Academic Practice (PGCAP or equivalent), if not already held.

## 2. RESEARCH, KNOWLEDGE EXCHANGE AND SCHOLARSHIP

- Establish or develop a PhD programme of research linked to the agricultural and land-based sector
- Establish appropriate collaborations both within and outside the RAU
- Publish research articles in peer-reviewed or professional practice journals
- Follow RAU policies and practices including data protection and management, health and safety and ethical approval.
- Engage in the continual updating of knowledge and understanding in your field or specialism.

## 3. LEADERSHIP, MANAGEMENT AND ADMINISTRATION

- Manage modules, programmes and other functions as agreed
- Attendance at programme meetings, examiners meetings, and other management meetings arising from assigned responsibilities
- Assist with the careers service to students and employers.
- Be part of the University recruitment team.
- Participate in the corporate life of the RAU as deemed relevant by the Dean
- Contribute to the development of the wider University's new curriculum and academic agenda.
- Working to deadlines and targets and keeping within budgets.

All newly appointed academic staff who have not already achieved a relevant teaching qualification for Higher Education or Qualified Teacher Status are expected to study and attain the Post Graduate Certificate in Academic Practice (PGCAP) or equivalent within two years of appointment in the role.

## Person Specification

<b>Requirements</b> The post holder must be able to demonstrate:	<b>Essential (E) or Desirable (D)</b>	<b>Measured By</b> A) Application Form B) Interview C) Presentation
<b>Teaching:</b>		



Able to engage the interest and enthusiasm of students and inspire them to develop as independent learners.	E	B,C
Experience of undergraduate and / or post graduate teaching.	D	A,B
Experience of design and quality control of modules, course programmes / specifications and innovative assessment methods.	D	A,B
<b>Research, Knowledge Exchange &amp; Scholarship:</b>		
Relevant postgraduate qualification e.g. MSc, MRes, MPhil, that aligns with existing RAU teaching portfolio, for example, sustainable agriculture, equine, food business, environment and rural land management. The qualification should be at Masters or equivalent level, such as a veterinary graduate.	E	A,B
Evidence of outstanding research potential demonstrated through previous undergraduate and postgraduate research.	E	A,B
A plan for a programme of research or knowledge exchange in areas that are relevant to this role.	D	A,B,C
<b>Leadership, management and communication:</b>		
Develop initiative, creativity and judgement in applying appropriate approaches to teaching and learning, support and research activities.	E	B,C
Excellent interpersonal, verbal and written communication skills.	E	A, B,C
Able to travel and work away when required (nationally and internationally)	E	A,B

## General Responsibilities

- The University is committed to equality of opportunity. All staff are required to comply with current legislation, University policies and good practice guidance.
- All staff are required to act in a way that safeguards the health and wellbeing of children and vulnerable adults at all times. The post holder must be familiar with and adhere to appropriate safeguarding policies and guidance and participate in related mandatory/statutory training. Managers have a responsibility to ensure their team members understand their individual responsibilities with regard to safeguarding children and vulnerable adults.
- All staff are required to participate in the University appraisal process and should ensure they are familiar with the process and plan time to prepare for their appraisal. Following the appraisal, staff are expected to undertake in any necessary learning and development and work towards the objectives that have been set.
- The University expects staff to attend any training designated as mandatory and to undertake learning and development activities to support their role. Managers must facilitate learning and development within their teams.

- It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and that restricted information or highly restricted information to which they have access remains confidential during and after their employment at Royal Agricultural University. All staff must undergo appropriate data protection training as required.
- All absence from work must be reported in accordance with the University's absence procedures and recorded on iTrent.
- The University acknowledges its responsibility to provide a safe, smoke free environment, to its employees, service users and visitors. It is the policy of the University not to allow smoking on University premises other than in specifically designated areas.

## General Terms and Conditions of Employment

- This post is a part-time appointment, offered on fixed-term basis. It will be remunerated on the single pay spine, at Grade 7: 50% of £32,982 (£16,491 per annum, pay review pending). The appointment is subject to meeting all pre-employment clearances and requirements of the Person Specification.
- All new employees undergo a period of twelve months' probation and confirmation of employment is dependent on the satisfactory completion of that probationary period.
- The nature of this post is such that it is expected that you will respond to the operational requirements of the University in order to fulfil your duties in a professional manner. You will be required to work such hours as are reasonably required to discharge your duties effectively and competently. The exact number of hours in any week will vary in accordance with institutional requirements, but will not be less than 35 hours a week.
- The University holiday year runs from January to December. The post carries an entitlement to 30 working days (for a full-time position, otherwise pro rata) of paid leave during the course of the holiday year (pro rata if the appointment is made during the holiday year), in addition to Statutory Bank Holidays. There may also be discretionary days and days when the University is closed on particular dates in the interests of efficiency.
- It is a condition of employment that all relevant posts are vetted by the Disclosure & Barring Service (DBS) and if it applies to this appointment, you will be required to undertake a DBS check. The University will pay the fee for this service. Any false declarations or any findings from the Disclosure could affect the suitability for employment.

## Pensions and Auto Enrolment

If you meet the criteria set out below, and are not already an active member of any of our pension schemes, the University is required to auto-enrol you into a suitable pension scheme. The criteria for auto-enrolment is:

- Age - if you are 22 or over but no more than State Pension Age
- Earnings - a minimum of £10,000 per year
- Working in the UK

The pension schemes supported by the RAU are:

**AVIVA CATEGORY X** - all eligible RAU employees (except teachers) are automatically enrolled

- 5% (minimum) contribution by employee and
- 3% contribution by RAU

**AVIVA CATEGORY Y1** - RAU Group Pension Scheme (defined contribution) - employees are able to upgrade to this scheme before their 6-month probation.

- 6.5% (minimum) contribution by employee and
- 6.5% contribution by RAU
- life assurance is an additional benefit (two times annual salary)

**TEACHERS' PENSION** (for teaching staff)

- employee contribution according to salary scale – between 7.4% and 11.7%
- 23.68% contribution by RAU
- life assurance is an additional benefit (three times annual salary)

## Staff Benefits

We offer a range of Staff Benefits including a 35-hour working week, a generous 30 days annual leave entitlement plus bank holidays (pro rata 15 days for part time 0.5 FTE posts), pension scheme, free and guaranteed parking on campus and free shuttle bus from campus to Cirencester town centre, discounted catering facilities, discounted onsite gym, free library services, employee assistance programme, occupational health and counselling services, cycle to work scheme and staff development opportunities. Further details of the full range of staff benefits available can be found on our [website](#).

## Application Procedure

If you are interested in applying for this role, please send:

- University [Application Form](#) together with the [Equal Opportunities Monitoring Form](#) available on the University website [www.rau.ac.uk](http://www.rau.ac.uk)) – you may attach your up to date CV if you wish to add additional information.
- Details of two referees who must be people who can comment authoritatively on you as a person and as an employee in relation to the level of the post, and must include your current or most recent employer or their representative.
- Please forward to the HR Team, Royal Agricultural University, Cirencester, Gloucestershire, GL7 6JS or via email to [jobs@rau.ac.uk](mailto:jobs@rau.ac.uk) stating where you saw the advert for the role
- Informal enquiries can be made to Professor Duncan Westbury – Dean of Land and Property Management [Duncan.Westbury@rau.ac.uk](mailto:Duncan.Westbury@rau.ac.uk)
- **Closing date:** 7<sup>th</sup> July 2024 with **Interviews on:** 18<sup>th</sup> July 2024.
- Should you be selected for interview please be aware that we are unable to reimburse interview expenses.

**The RAU is an equal opportunities employer and we particularly welcome applications from black and minority ethnic candidates as they are under-represented within the RAU at this level**