

**Lecturer in Communication Design (0.4FTE)
Permanent**

The Glasgow School of Art

The Glasgow School of Art (GSA) is one of Europe's leading independent university-level institutions for the visual creative disciplines. Our studio-based, specialist, practice-led learning and research draws talented individuals with a shared passion for visual culture and creative production from all over the world.

Originally founded in 1845, today we have 2150 students studying across architecture, design, digital, fine art and history and theory. As we develop new academic programmes and enhance our areas of expertise and inter-disciplinarity, our ambition towards 2018 is to continue to grow our student community in Glasgow to our 25% target, and continue to grow our research profile and campuses in Singapore and the Scottish Highlands and Islands. Our internationalisation strategy is embedded across our academic programmes and research, connecting the GSA with some of the world's leading universities and specialist higher education institutions.

Recognised by the Scottish Funding Council as an independent, specialist institution the GSA is an important and integral part of Scotland's higher education provision. Working in partnership with universities across Scotland and the UK, our degree programmes are validated by the University of Glasgow. The University of Glasgow has validated our programmes since 1992 and whilst the Senate of the University has ultimate responsibility for the awards, there is maximum delegation to the GSA for its own quality assurance procedures. The School, through its Academic Council, is also responsible for the development, monitoring, evaluation and updating of its academic framework.

Our 185 academic staff, 80% of which are research active, form a strong creative community united in the ambition to see GSA positioned as a global leader in studio based research and teaching, transforming thinking by developing creative approaches with new audiences, locally, nationally and internationally. As one of the UK's largest and most intensive research communities for the visual creative disciplines, GSA's research activity is clustered into the following interdisciplinary themes:

- Architecture, urbanism and the public sphere
- Contemporary art and curating
- Design innovation
- Digital visualisation
- Education in art, design and architecture
- Health and wellbeing
- Material culture
- Sustainability

Moving forward GSA has ambitious plans to develop its research profile further through internal collaboration and new partnerships with National and International Organisations. We recognise the distinctive contribution made by visual creative disciplines within the rapidly growing interdisciplinary research agenda and seek to position GSA as a global leader in this field. This will involve development and mentoring of GSA's own research talent, recruitment of the best new staff, the securing of higher levels of external research funding to support research projects and further growth in the scale and activity of GSA's PhD community.

While we are firmly rooted in Glasgow, one of Europe's leading creative cities, we are international in outlook with one of the UK's highest percentages of international students and one of Scotland's largest percentages of students from the rest of the UK. Over the last five years over £65 million has been invested in our estates including the recently opened Reid Building. Further investment is currently being planned which will create a cohesive creative campus with the iconic Mackintosh Building at its core.

We have a total income of over £30m, and our aim is to cultivate conditions in which the GSA can continue to achieve great things through what we do, with whom we do it and through creative approaches build on our existing strengths and distinctive assets, in order to:

- Achieve excellence and leadership in student-centred studio-based learning
- Engage with new audiences through inter-disciplinary research
- Extend our global reach and creative engagement
- Be a robust and efficient institution – maximising our resources and our potential

The Studio

Our studio-based approach to learning and innovation has particular relevance in the 21st Century. The place of the studio in creating the environment for inter-disciplinarity, peer learning, critical enquiry, experimentation and prototyping can help to address many of the grand challenges confronting society and contemporary business. It provides space to bring disciplines together, exploring problems in new ways to find innovative solutions. Studio is at the heart of our pedagogy, how we work and how we engage with others.

The Role

Job Title	Lecturer – (0.4 FTE)
Location	Communication Design
Reports to	Head of Communication Design
Purpose	<p>The role will involve an appropriate balance of teaching, assessment, related administration and research, cultural exchange and curriculum development.</p> <p>The role will also involve supporting international students across the School of Design.</p>

Principal Accountabilities

Academic / Educational

- As part of an academic team, design, deliver and assess the curriculum, for one or more year groups.
- Deliver lectures and/or provide studio tuition to one or more year groups
- Undertake assessment of student work, contributing to internal and external examination boards where appropriate
- Support postgraduate/undergraduate programme teams in the development and validation of programmes, pathways and courses
- Support the continued development and delivery of employability and work related learning opportunities
- Maintain a continued engagement in areas of pedagogy, practice and research within the field, maintaining and developing industrial liaisons where appropriate
- Engage actively in the School's research, research culture and associated activities
- Be actively engaged in knowledge exchange and impact activities and be aware of and able to exploit external funding opportunities
- Contribute to cross-school teaching , curriculum development and research projects, where appropriate

Operational

- Undertake administrative duties commensurate with the role
- Undertake duties associated with the pastoral care of students, including referring to support services where appropriate
- Assist in the recruitment, selection and admission of students
- Participate in the School's Career Review and Development programme and undertake relevant staff development, where appropriate
- Contribute to educational visits/trips, activities and exhibitions as directed by the Head of Department/Stage Leader or Head of School
- Take responsibility for your own health and safety and that of your colleagues and students in accordance with the Health and Safety at Work Act 1974 and relevant School H&S policies and procedures as directed
- Take responsibility for conducting or following appropriate risk assessments and reducing hazards (depending on area of work, activity and level of training received)

Strategic

- Contribute to development of the core programme for students in line with external research, professional developments and quality assurance/enhancement frameworks
- Contribute to maximising opportunities for cross-school activity and growth, and the development of new, interdisciplinary areas of study
- Contribute to development of the profile for GSA programmes, including international profile, projects and partnerships, and enhance the School's reputation as a leading centre for study in the creative disciplines
- Contribute to the development of additional modes of study including technology enhanced and distributed learning programmes
- Contribute to the strategic planning of the department/school
- Actively promote and encourage equal opportunities and widening participation
- Contribute to the development of an innovative approach to work related learning which builds mature, confident, enterprising graduates able to apply real world experience in shaping their careers
- Contribute to the income generating activities of the department and School, actively seeking and exploiting opportunities for current and future income generation within the area of expertise

Key Challenges

- Managing developments and change in the curriculum in order to maintain and extend academic excellence;
- Maintaining knowledge of developments in learning and teaching and maintaining a reflective and critical view;
- Actively linking the work of the studio and critical inquiry to external markets – locally, nationally and internationally;
- Maintaining currency of knowledge in relation to Communication Design in order to help maintain the relevance of the courses;
- Successfully balancing the diverse aspects of a Lecturer's role.

Relationships

Internal:

- Working closely with other academic colleagues within Communication Design, with other colleagues within the School of Design, GSA as a whole;
- Working with administration, support and technical staff;
- With working groups within the School of Art.

External:

- Working closely with relevant external professional bodies;
- Development of international relationships through professional practice.

Person Specification

Experience / Qualifications

- Educated to degree level (or equivalent) in a relevant Communication Design subject area as a minimum. Postgraduate qualification in subject area advantageous;
- A high level of professional experience (may include study at PhD level) which will include working in a higher education institution;
- Awareness and understanding of current debates, trends and issues relating to the subject;
- Excellent knowledge of Communication Design techniques and materials, including traditional making and digital technologies;
- Active practitioner or researcher with an established profile in the field and the ability to contribute to the School's scholarship and or research themes.

Skills

- Understanding and ability to deliver professional level digital and traditional media content;
- Strong team-working and collaboration skills;
- Ability to actively engage in creative problem solving e.g. devising project briefs and monitoring of student creative activity in the same respect;
- Understanding of current debates, trends and issues relating to the subject;
- Adaptability and ability to adjust to the needs of a changing environment;
- High level of creative interpersonal skills for teaching in a studio environment;
- Strong communication skills;
- Enthusiasm for learning and teaching within creative practice;
- Personal drive and desire to develop new areas of scholarship or research and educational activity, which may include cross school activity;
- Adaptability and multi-disciplinary outlook to work with staff and students in different Departments across the School;
- Awareness of and sensitivity to cultural diversity;
- Commitment to equal opportunities and widening participation.

Terms and Conditions

Activity Plan	Duties and pattern of working will be set out in an Activity Plan. The plan will include: jointly agreed objectives including milestones and outcomes and an appropriate balance of teaching, research, consultancy, scholarly activity, personal development and other possible activities within the duties of an academic.
Staff Development	A minimum of five days (pro rata) are guaranteed under HE2000 terms and conditions. However, the School is committed to encouraging staff development for all its employees which is to the benefit of the individual as well as the Institution as a whole.
Contract	Permanent
Probationary Period	It is recognized that there is an inevitable 'settling in' period in any post. The probationary period is therefore an opportunity for the employee to fit within the culture of the School. It should also be determined during this time whether the job is in line with expectations as expressed in pre-appointment discussions, interview and as set out in the Job Description. The probation period for this role is 6 months.
Salary	Grade 7, £37,706 - £47,722 per annum, pro rata
Hours	14 hours per week
Holidays	35 days plus 11 statutory holidays per annum, pro rata
Pension	Option to join Scottish Teachers' Superannuation Scheme
Notice Period	3 months