

Head of School of Fine Art

The Role

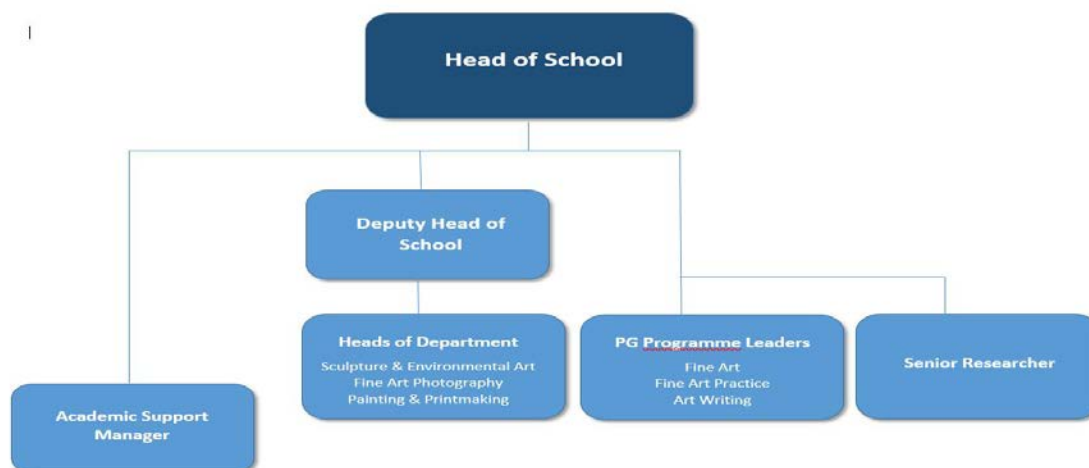
Job Title	Head of School of Fine Art
Reports to	Deputy Director Academic
Direct Reports	Deputy Head of School Postgraduate Programme Leaders Academic Support Manager Senior Researcher PhD Coordinator

Job Purpose

This key senior appointment will contribute to the vision and strategic ambitions of the Glasgow School of Art (GSA), ensuring that the discipline of Fine Art both informs and responds to GSA's developing plans by:

- providing academic leadership to the School of Fine Art, shaping and implementing a vision which influences contemporary perspectives of fine art and related disciplines, through engagement with staff, students and external stakeholders;
- cultivating a vibrant and professional culture within the School of Fine Art driven through a focussed commitment to student experience and staff development;
- Optimising the research and innovation culture and outputs of the School of Fine Art toward REF 2027;
- leading the development of learning and teaching, student experience, research and enterprise and other institutional strategies within the School of Fine Art, ensuring their effective implementation.

School of Fine Art Senior Structure



Principal Accountabilities

Reporting to the Deputy Director Academic, the post-holder will work directly with other senior staff, as well as external agencies and partners, to fulfil the following responsibilities:

- Lead strategic development that ensures effective delivery, quality assurance and enhancement of the academic programmes in the School of Fine Art and fosters a dynamic learning culture, keeping informed about new developments in learning, teaching and student experience in order to stimulate debate and inform change
- Ensure the continued relevance of the School of Fine Art's educational provision to society and to other sectors through programme development, planning and strategic growth in areas of opportunity for the School of Fine Art in undergraduate and postgraduate study
- Champion the development of cross-disciplinary understanding and collaborative opportunities for the School of Fine Art students and staff
- Foster Innovation within the School of Fine Art learning and teaching culture, developing new forms of delivery and student opportunity alongside more traditional models
- Forge new and maintain existing international partnerships and collaborations in teaching and research on behalf of the School of Fine Art and GSA
- Lead and promote research activity across the School of Fine Art, in cross-GSA networks and with external partners, maintaining a personal research profile
- Contribute to the institutional strategic planning process, leading on the realisation of academic objectives within the School of Fine Art
- Lead, promote and implement organisational development and change initiatives within the School of Fine Art that support strategic ambitions
- Provide oversight of financial, resource and academic planning activity in the School of Fine Art, including recruitment and admissions, to ensure efficiencies and opportunities are optimised
- Enhance staff and student engagement within the School of Fine Art by developing and maintaining appropriate mechanisms for effective communication, feedback and support
- Ensure the health, safety and wellbeing of staff and students in the School of Fine Art by overseeing compliance with Health and Safety legislation and best practice
- Represent GSA at sector meetings, conferences, seminars and other events, locally, nationally and internationally

Committee Membership

- Convenor of School of Fine Art Committees
- Member GSA Academic Council
- Member of the GSA Postgraduate Committee and its sub groups
- Member of other external bodies as required
- Member of other GSA committees and short-life working groups as required

Person Specification

Knowledge, Experience and Qualifications

Essential:

- Educated to Masters level or an equivalent professional track record
- Strong professional and academic profile in Fine Art or related disciplines
- Demonstrable experience of academic leadership and management at senior level in Fine Art or related disciplines in Higher Education
- Demonstrable experience of academic and resource planning at a senior level in Higher Education
- Ability to evidence experience and understanding of innovative models of learning and teaching design, delivery and assessment
- Demonstrable ability to successfully turn around discipline areas with poor student experience metrics
- Demonstrable track record in the successful management of change, and the delivery of effective and efficient operational procedures and related outcomes
- Ability to evidence experience of effectively managing teams, including performance review and supporting development
- Established personal research profile
- Membership of relevant professional bodies

Desirable:

- Qualified to PhD level

Personal Qualities

- Proven ability to set out a compelling vision and strategy, inspiring people to achieve it
- Proven ability to develop and sustain internal and external partnerships
- Ability to work effectively in a collegiate and supportive manner, respecting and recognising the needs and contributions of colleagues, managing performance, working with others to build a common vision and actively creating successful alignment between teams
- Evident commitment to developing and sustaining an excellent staff and student experience through assuming responsibility for addressing challenges, soliciting opinions and ideas and responding to needs through enhancement
- Ability to initiate and lead change strategically according to changes in the environment whilst maintaining a proactive approach to development and introducing fresh thinking and new perspectives
- Demonstrable focus on delivering and exceeding objectives, with the ability to set high performance standards aimed at achieving optimal results
- Ability to plan and organise multiple resources whilst recognising the need to respond to the competing needs of the institution
- Understanding of the overall purpose and priorities of the Glasgow School of Art and the ability to articulate how the role can contribute to and promote them, internally and externally
- Ability to manage performance and support development through setting clear direction and expectations and empowering staff to achieve them

Terms and Conditions

Contract:	Permanent
Probationary Period:	One year
Salary:	Competitive
Holidays:	35 days plus 11 public and statutory holidays per annum
Pension:	Option to join the Scottish Teachers' Superannuation Scheme
Notice Period:	6 months
Professorial Title:	Following appointment, a suitably qualified postholder will be considered for Professorial title through GSA's Professorial Appointment Procedure, if applicable.