CENTRE HEAD RURAL LAND MANAGEMENT
Briefing Pack – May 2017
Introduction

The Royal Agricultural University (RAU) is going through a period of exciting and dynamic change. At the forefront of agricultural education since our foundation as the Royal Agricultural College in 1845, the University now has some 1,200 undergraduate students from over 45 different countries studying at our historic campus, set in 25 acres of magnificent grounds in the heart of the Cotswolds. A full University since 2013, the RAU is an acknowledged leader in education and applied research relevant to the land-based industries.

Our recently appointed Vice-Chancellor, Professor Joanna Price, is leading a process of strategic repositioning for the RAU.

The University

The RAU offers undergraduate, masters and doctoral programmes with a focus on combining academic rigour with practical application across a range of academic disciplines. Courses are managed and taught by experienced staff and specialist consultants, many of whom are still engaged in professional practice.

Students can choose from more than 30 different degrees, at undergraduate and postgraduate level. Well-established undergraduate degrees include Rural Land Management, Real Estate, Agriculture, Food Production and Supply Management, Business and Enterprise, Environment, and International Equine and Agricultural Business Management. In some subjects, there is also the opportunity for students to progress from Foundation to BSc Honours degrees. At postgraduate level the RAU offers a range of taught MSc programmes.

The University offers a stimulating learning environment designed to address the changing needs of the employment market by combining high academic standards with practically applied research, enhanced by strong industry links. As a result, the RAU produces leaders and innovators across the food and land-based industries.

A Brief History

The University, known as the Royal Agricultural College (RAC) until 2013, was established in 1845 with Earl Bathurst as President. Funds were raised by public subscription with much of the support coming from the wealthy landowners and farmers of the day. Earl Bathurst leased a site to build the College, and construction in the Victorian Gothic style began in April 1845. Queen Victoria granted the Royal Charter to the College in the same year, and Sovereigns have been Patrons ever since, visiting the University in every reign. His Royal Highness the Prince of Wales became President in 1982. The University motto is ‘Arvorum Cultus Pecorumque’; a quotation from Virgil’s Georgics meaning ‘Caring for the Fields and the Beasts’ and this is a major part of the University’s core values today.
From its early days, the College was staffed with innovators and pioneers, and made a considerable impact on farming practice and agricultural science. The first modern degree programme, which started in 1984, was a BSc (Hons) degree in Rural Land Management. The RAC had been independent of government control from its foundation until 2001, when it first received funding from the Higher Education Funding Council for England (HEFCE), allowing it to widen access to its courses to students of all backgrounds. In 2013, the Privy Council awarded the College full University Status, in recognition of its provision as a higher education institution.

The Centre for Rural Land Management

The Centre for Rural Land Management (CRLM) teaches prospective rural surveyors and agricultural valuers on the BSc (Hons) Rural Land Management and MSc Rural Estate Management programmes, and this remains a core activity of the University. You will be joining an established team of academics and professionals in a successful Centre with an outstanding reputation in the rural surveying profession.

CRLM is one of the seven Centres of study in the University. The RAU has been offering land and estate management teaching since the 1930s and currently has two rural land management programmes accredited within its partnership with the RICS:

- BSc (Hons) Rural Land Management (three years full time)
- MSc Rural Estate Management (one year full time)

In addition are the following research degrees:

- MSc Research Degree Programme
- PhD Research Degree Programme

The Centre has an enviable reputation as a provider of education and training for the future leaders of the land and property professions. There are currently over 200 students studying within the Centre.

Alongside our provision of full time programmes we provide a menu of CPD courses within the Centre and Centre staff contribute to corporate training organised by the University’s Business Development Centre.

Academics engage in research and consultancy and deliver papers at relevant conferences both nationally and internationally. Our current clients for research include the RICS, DEFRA, local authorities, charitable trusts and private development companies.

The ways in which rural environments and property are managed has a major impact on the quality of our lives and the environment. Land and property attract increasing interest from governments and societies as a whole, as pressure of demand on land use intensifies both at global and local levels. Our programmes embrace the theories, methodologies and practice of rural property and land management. The University has worked in partnership with the Royal Institution of Chartered Surveyors which provides professional accreditation of our portfolio since the 1930s.
Employers have a high regard for our courses evidenced by the excellent employability record of our graduates. Our students benefit directly from the close association with employers and the property profession.

Research activity within the Centre for Rural Land Management is currently around land values, sustainability in property values, human-derived capital in ecosystems services, and farmers’ attitude to climate change and livestock diseases.

The Role

Post Title: Centre Head Rural Land Management
Reports To: Director of Education and Academic Development
Location: Cirencester, Gloucestershire
Term: Permanent (tenure for Centre Headship is 4 years fixed term with possible renewal for second term)
Responsibility for: Leading Centre for Rural Land Management

Scope of Role

The Royal Agricultural University invites applications for a senior academic position in the discipline of Rural Land Management. The main purpose of the role is teaching, therefore experience of and a passion for teaching is essential. However, an interest in and experience of research is highly desirable and a commitment to the advancement of professional practice is essential.

As befits a senior appointment, the successful candidate will have an established professional profile and have made a recognised contribution to the discipline of rural land management through professional activities.

The appointee will be the Head of Centre for Rural Land Management and thus will be expected to provide inspirational leadership in the discipline and help define and implement the Centre’s future strategy. As a member of the University’s senior academic management team and a member of academic board the appointee will also contribute to the development of the University’s new strategic plan.

The level of the appointment will be determined according to qualifications and experience. Ideally we seek to make an appointment at Professorial or Principal Lecturer level, but are willing to consider applications from less experienced candidates who nonetheless offer the qualities we seek. Applications will be considered from those interested in working on a full, part time or flexible basis.
Key Responsibilities

- Contribution to the delivery of the undergraduate and postgraduate curricula in the disciplines and practice of rural surveying, agricultural valuation and rural land management. Discipline areas of particular interest include rural estate management, valuation, rural practice management, agricultural landlord and tenant and rural building design and management.
- Responsibility for the day to day management of the Centre’s core teaching programmes.
- Developing the Centre’s teaching programmes to ensure they lead the field in the Rural Land Management Higher Education sector.
- Setting and managing the Centre’s annual student recruitment targets and annual budget
- Responsibility for developing a strategy for the Centre aligned with the University’s wider teaching and learning strategy.
- To play a key role in supporting the development of the wider University’s new curriculum and academic agenda.
- Managing and leading, recruiting and engaging the Centre’s Academic Team.
- Contribution to staff development programmes in teaching and learning.
- Contribution to consultancy projects and programmes of continuing professional development (CPD).
- Promoting thought leadership externally and within the institution.
- Attending and contributing to relevant congresses and conferences to develop the wider agenda and to promote the RAU’s programmes.
- Identifying opportunities for the Centre, through interaction, engagement and networking with students, employers, investors and sector specialists.
- Providing academic and pastoral support for students (all staff have personal tutor responsibilities).
- Participating in such activities within the RAU as deemed relevant by the Director of Education and the Vice Chancellor
- Full contribution to the corporate life of the University is expected.

Skills and Experience

- An up-to-date knowledge of the rural land management sector and key issues relating to it.
- Proven experience of teaching in a Higher Education Institution to MSc level.
- An ability to devise, drive and deliver a vision for a rural land management education at the RAU.
- Proven experience of leading teams of rural land management professionals.
- Previous experience of research and /or consultancy would be advantageous.
- Working to deadlines and targets and keeping within budgets.
- You will have relevant professional qualifications/recognition and ideally a post graduate qualification (e.g. a PhD, MBA, MSc).
Leadership Behaviours

Acts as a role model:
- Collaborates with key stakeholders both within the University and with external bodies building strong relationships and creating a positive perception of the RAU. In particular, the ability to engage academics and students to secure their engagement in new teaching initiatives
- Is approachable, consistent, honest and direct in dealing with others

Shapes the future:
- Creates a vision and is able to bring others on board by creating a compelling story which excites and engages at all levels
- Is outward facing, constantly seeking best practice and applying it in a way which is appropriate for RAU
- Makes strategic choices, which are commercially sound and based on robust financial modelling

Develops great people:
- Nurtures talent within the Rural Land Management Team and more broadly
- Spots and develops talent, providing stretch and opportunities for people
- Develops the team to deliver higher performance

Inspires others:
- Shows positivity and optimism
- Is a great communicator, gaining respect and being credible with diverse stakeholder groups
- Connects with others and proactively builds relationships
- Actively listens and acts on feedback

Delivers results:
- Drives accountability at all levels
- Successfully achieves against targets
- Makes effective decisions taking into account appropriate data and views of others
- Plans effectively and ensures self and others follow things through to completion

Key Relationships
- Staff
- Students
- Businesses and employers
- Alumni
- Local community
- Colleagues
- Professional networks (RICS, CAAV etc.)
Our Benefits

We have over 200 dedicated employees, who are proud to work for us. Over the last year, we have continued to invest in our people. Whether our people are permanent, or join us for a few months, we genuinely take their reward, health, wellbeing and development seriously.

We believe in investing in development and happiness at work and have a good range of benefits for our people which include:

General Working Benefits

- Magnificent historic offices and grounds in the Capital of the Cotswolds
- Free and guaranteed parking on campus
- Complimentary hot beverages throughout your working day
- Complimentary shuttle bus from campus to Cirencester Town Centre
- Free Library membership with access to thousands of print books and journals as well as electronic media

Reward and Recognition

- A generous 30 days for senior and academic staff (Grade 8 upwards) pro rata per annum in addition to 8 statutory bank holidays for all. An additional week’s holiday during the Christmas closure period is given at the Vice-Chancellor’s discretion
- Learning and development opportunities including RAU Management Training Programme

Financial Benefits

- We offer a competitive salary to attract and retain great people. We reward performance enabling you to progress through your pay band
- If you become ill, you are entitled to our sickness pay benefit scheme after a qualifying period of six months
- Access to RAU Car Share scheme
- Childcare vouchers
Health and Family Benefits

- We’ll do everything we can to help you find a healthy work-life balance. Our people can sometimes work flexible work patterns i.e. in job shares and part-time
- Our Employee Assistance Programme ensures you have unlimited access to a 24-hour free, confidential telephone helpline. The service gives you free advice on a wide variety of issues such as legal and financial information and counselling services
- Free membership of the gym on campus
- Cycle to Work scheme
- Occupational Health Service
- Free annual flu vaccination
- Eye care vouchers for eye examinations and contribution toward VDU glasses
- Long term disability and life cover (provided as part of the Friends Life Y1 Pension Scheme below)

Pension Schemes

- ‘Teachers’ Pension’ (for academic staff) - employees contribution according to salary scale – between 7.3% and 11.7% - RAU contributes at 16.48%. Life Assurance is an additional benefit (three times annual salary)

Application Process:

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

- Your up-to-date CV or an application form (application forms are available on the University website [www.rau.ac.uk](http://www.rau.ac.uk))
- A covering letter explaining your interest and motivation for applying, along with how your experience and qualifications suit you for the role
- Details for three professional or academic referees which will be obtained prior to interview

Please forward to the People Team, Royal Agricultural University, Cirencester, Gloucestershire, GL7 6JS or via email to people.team@rau.ac.uk.

**Closing date for application forms is:** 9th June 2017

**Interview date is:** 12th July 2017 (overnight stay and ‘Meet and Greet’ dinner may be offered prior to interview)