

**THE GLASGOW
SCHOOL OF ART**



**DEPUTY DIRECTOR
ACADEMIC**



Cover image / Fields: Atmospherics in music – Marlon Fraser, MDes Sound for the Moving Image 2019
Image above / Interior Design studios in the Reid Building, Degree Show 2019

CONTENTS

Letter From the Director	04
We Are The Glasgow School of Art	06
The Glasgow School of Art	08
Research Community	10
GSA Today	12
Deputy Director Academic	14
Principal Accountabilities	16
Person Specification	18
How to Apply	20
Terms and Conditions	21



Image / Mackintosh School of Architecture Vertical Project 2018



LETTER FROM THE DIRECTOR

Dear Candidate

Thank you for your interest in the post of Deputy Director Academic at The Glasgow School of Art (GSA).

Appointed as Director in May 2020, I am committed to sustaining and building on the GSA's history and international reputation. As a diverse and accessible School of Art, we will continue to define the future of creative education and research, while significantly contributing to culture, creativity and wider society. The appointment of a new Deputy Director Academic is an important role. As part of the GSA's senior leadership, you will lead the development and nurturing of a dynamic learning culture within GSA, with student experience at its heart.

Founded in 1845 as one of the UK's first Government Schools of Design, the GSA can trace its lineage to the 1750s and the establishment, during the Scottish Enlightenment, of the Foulis Academy, the UK's first School of Art. Nearly 270 years later, we are one of the UK's last remaining independent Schools of Art, ranked as one of the top 10 art and design schools in the world and at a pivotal and exciting point in our history.

There will be complex challenges ahead, but the GSA continues to be a successful and high-performing independent art school. As Deputy Director Academic, you will help take the GSA into its next phase, building on the role we have had in making Glasgow the great creative and cultural city it is today.

Penny Macbeth
Director

Image / The Red and The White from Splendour: Adornment, Bodies, Gender in Early Modern Europe, at Queen's House Greenwich, by Fashion Design, Textile Design and Silversmithing & Jewellery students



WE ARE THE GLASGOW SCHOOL OF ART

- / Internationally recognised as one of the leading university-level institutions in the visual creative disciplines — we are a concentrated community immersed in the dynamic of one of Europe's most creative and cultural cities.
- / Socially and culturally diverse, we have one of the highest numbers of international and EU students of any UK visual creative institution or faculty and one of Scotland's highest percentages of students from more disadvantaged backgrounds.
- / One of the largest concentrations of creative researchers in the UK, we are research intensive with externally earned research income ahead of many Scottish universities, working collaboratively with partner institutions across Scotland, the rest of the UK and internationally.
- / Showing leadership within and outwith our disciplines, we actively demonstrate the value and contribution creativity and creative people make to the wider economy and to addressing the major challenges facing the world.
- / Globally connected, we are a community with over 35% of students from outside the UK and EU, 22,000 alumni as part of our Creative Network across the world, and 112 international partners.



Image / Painting & Printmaking studios, Stow Building

THE GLASGOW SCHOOL OF ART

Internationally recognised as one of the UK's leading higher education institutions for the visual creative disciplines, The Glasgow School of Art is an international community with a shared visual language. Through practice-led, studio-based learning and research, we collaborate and transform thinking by developing creative approaches with new audiences.

The ability to transform thinking, generate new knowledge and give shape and form to things that currently do not exist, are all the characteristics of the creative practitioner. Through an art school education, we hone these inherent skills through studio-based learning, creative engagement and research that is discipline-specific.

The studio, whether literal or figurative, creates the environment for collaboration, within and across disciplines, for critical inquiry, experimentation and prototyping, and is the environment in which we collectively generate new ideas and solutions and where innovation thrives. 'Studio' is the space where our shared visual language can transcend barriers and boundaries and where ambition and imagination can find solutions to the global challenges facing the world today.

That global role of creativity and culture cannot be underestimated. The GSA, be it our campus in Glasgow, sister campuses in the Highlands and Islands and Singapore, or our Representative Office in the People's Republic of China, creates an environment to nurture the next generation of influential, successful and impactful creative practitioners who will help make the world a better place.

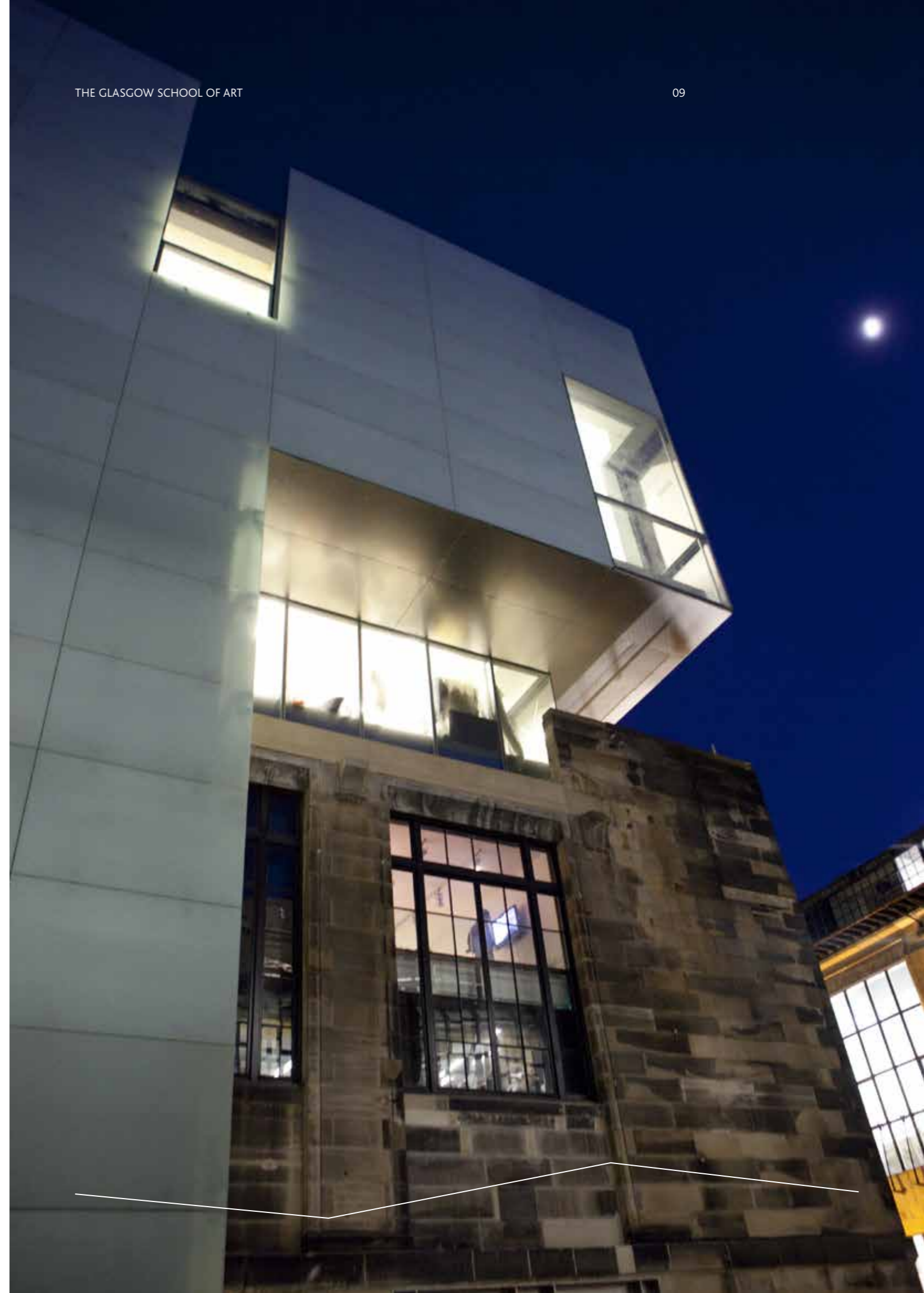
Today, the city of Glasgow is recognised as a UK¹ and European² cultural and creative capital, and one of the UK's most successful city-economies. Central to this success is the city's commitment to openness, the role of The Glasgow School of Art, with over 61% of its staff engaged in research of international and national significance³, and its graduates, with nearly 60%⁴ staying in the city that has become home over the course of their studies. Together, through collaboration, innovation and their international networks, they contribute to Glasgow's cultural, creative and economic vibrancy and opportunity.

¹Source: NESTA Creative Nation 2019

²Source: European Commission: The Cultural and Creative Cities Monitor 2019

³Source: REF 2014

⁴Centres for Cities: The Great British Brain Drain - Graduate Gain and Loss in Glasgow, 2019



RESEARCH COMMUNITY

The GSA is one of the largest concentrations of researchers in art and design (source: REF2014). We are committed to supporting diversity with our research community and in 2016, we were recognised with a Vitae HR Excellence in Research Award. With an annual research income of c.£5m, research at the GSA is inter-disciplinary, working through collaborations to investigate the role of creativity in driving innovation and tackling societal challenges, such as anti-microbial resistance, energy use in buildings and the future of social care.

As we seek to build our reputation as a research authority in our disciplines, our strategic ambition is to maintain and increase our success in winning high quality research grants from funders such as UKRI, and building our collaborations with academic partners whose research complements and enhances the quality, reach, value and impact of the GSA's expertise. As a small, specialist institution we add the most value by bringing specific knowledge, skills, capacity and capabilities to projects and initiatives led by researchers in other disciplines in Scotland, the UK and globally.

Our distinctive, specialist, often practice-led research culture is rooted in our core disciplines of Art, Design, Architecture, Innovation and Digital Simulation and Visualisation. These are translated in to our current overarching research themes: Design for Health and Care; Heritage Transformations; Landscapes, Communities and Place; Material Enquiries; and Designing Responsible Futures.

Diversity and Widening Participation

We believe that creativity thrives through diversity. Our community is represented by students from 80 countries around the world, each bringing their own social and cultural perspectives. But the GSA is diverse not solely because of the international nature of our student community, but because of the diversity of our local students.

We are committed to delivering on widening participation, and are one of the best performing institutions in Scotland in supporting students from schools and communities with low progression to HE – 22% of Scottish Entrants to the GSA in 2018 were from the 40% most deprived communities (as identified by Scottish Indices of Multiple Deprivation). The GSA is developing strong links with the college sector in Glasgow and across Scotland and the number of students progressing through these routes are increasing through formal Associate Student routes and Advanced Standing.

Key Metrics 2018/19

- / Annual turnover c. £35m (excluding insurance settlements)
- / c. £16m in student fee income
- / Research income (including Research Excellence Grant) c. £5m of which 65% is earned competitively
- / c. 600 staff
- / c. 2350 students of which 30% are postgraduate including c. 50 postgraduate research students
- / c. 1500 Open Studio students on non-degree programmes



Image / Castlehead School of Creativity workshops at the GSA, 2019

GSA TODAY

Founded in

1845

As the Government School of Design. One of the few remaining independent art schools in the UK.

Based in

GLASGOW FORRES SINGAPORE BEIJING

High employability: Annually circa

92%

of students in employment or further study. Nearly **60% of graduates** stay in Glasgow post-graduation contributing to the city's vibrant creative and start-up economy.

6 months after graduation (DLHE 2017/18)



University of Glasgow

Our degree programmes are validated by the University of Glasgow, a member of the prestigious Russell Group of leading UK universities.

6 TURNER PRIZE WINNERS

The School of Fine Art has produced six Turner Prize winners, **a further ten nominees**, and virtually all the artists chosen to represent Scotland at the Venice Biennale since 2003.

OUR INTERNATIONAL EXCHANGE PROGRAMME

has more than 75 participating institutions worldwide.

TOP 5

The Mackintosh School of Architecture is consistently ranked as the top architecture school in Scotland and is in the Architects' Journal top 5 in the UK for 2019.

Research Partners include Historic Scotland, NHS Skills Development Scotland, Institute of Directors, Arup Acoustics Energy Savings Trust, Glasgow Housing Association, US-UK Fulbright Commission

AJ100

Building of the Year

GSA's Reid Building, designed by Steven Holl Architects (New York) and JM Architects (Glasgow) won Building of the Year at the Architects' Journal international AJ100 Awards 2014.

WORLD TOP 10

Third in UK, fifth in Europe in the QS World Rankings 2020

High student retention:

97%

 (HESA 2018/2019)

Graduate destinations include BBC, Dyson, Apple, Rockstar Games, The Modern Institute, Graven, Foster and Partners and JM Architects

BBC SONY



GAP BAE SYSTEMS



35%

of GSA students from outside the UK, representing 80 countries

1753 FOULIS ACADEMY ESTABLISHED

A school of art and forerunner of the GSA, 'the single most influential factor in the development of eighteenth-century Scottish art'



Image / Communication Design studios, Reid Building

DEPUTY DIRECTOR ACADEMIC

The Role

Job Title: Deputy Director Academic

Location: Glasgow

Reports To: Director of the GSA

Direct Reports: Head of Schools of Architecture, Fine Art and Design; Head of Learning and Teaching; Heads of Technical Services, Library Services and Student Support.

Purpose:

- / To provide academic leadership in learning, teaching and student experience at the GSA, working closely with Heads of School and members of the Senior Leadership Group.
- / To provide academic leadership regarding the continuing evolution of policies and their aims, ensuring engagement and compliance within the GSA's quality assurance framework.
- / To lead the development and nurturing of a dynamic learning culture within the GSA, with student experience at its heart.
- / To lead the academic strategic planning process within areas of responsibility and ensure coherence across the GSA.
- / To provide leadership on the delivery of the academic objectives given in the GSA's strategic plan.
- / To line manage Heads of School for Architecture, Fine Art and Design and the Head of Learning and Teaching, as well as some of the Professional Support areas directly linked to the student experience agenda.
- / To represent the GSA externally at senior level.
- / To work in partnership with the Deputy Director Innovation.
- / To deputise for the Director of the GSA as required.



Image / Master of Fine Art Degree Show 2019
at The Glue Factory

PRINCIPAL ACCOUNTABILITIES

Academic Leadership

- / Providing overall academic leadership developing, leading and co-ordinating strategies and initiatives in learning, teaching and student experience.
- / Keeping informed about new developments in learning, teaching and student experience in order to stimulate debate and inform change.
- / Working closely with the Director and senior management to ensure that fresh thinking and new perspectives are brought to bear on existing learning and teaching practice.
- / Promoting innovation, developing new ways of delivering learning and teaching alongside traditional models.
- / Ensuring the continued relevance of the GSA's educational provision to society and to professional sectors through programme development.
- / Acting as the GSA's senior officer link with the elected Student President regarding student representation and engagement, promoting a sense of studentship and ensuring that the student voice informs all academic developments, as well as working with the Director of Finance on matters related to Student Association's compliance with Block Grant funding requirements.
- / Overseeing planned growth in areas of opportunity for the GSA at undergraduate and postgraduate study level.
- / Developing local, national and international partnerships to support these priorities.
- / Representing and communicating the GSA's academic approach and strategic ambitions to both internal external audiences.
- / Maintaining their own research profile.
- / In partnership with Senior Leadership Group colleagues, and in consultation with areas within scope of responsibility, contributing to the strategic and academic planning process across the GSA, ensuring academic coherence.

Quality Assurance and Enhancement

- / Providing academic leadership in the development and application of the GSA's quality assurance and enhancement policies and procedures including annual course monitoring, quality enhancement plans, external examining, student representation, programme validation and review, thematic reviews, and external reviews of the GSA and its schools.
- / Overseeing the GSA's academic delivery and related obligations regarding any formal agreements for learning and teaching and student experience, such as the GSA's Memorandum of Agreement with the University of Glasgow.
- / Liaising with the Quality Assurance Agency (QAA) and other external bodies.
- / Acting as the Institutional Contact for the QAA, and as such leading on any senior level matters as part of this.

Management

Line management of the following areas:

Working with Heads of the Schools of Architecture, Fine Art and Design within the GSA to ensure that:

- / Academic plans are developed that are relevant and fit with GSA's strategic ambitions.
- / GSA-wide approaches to work planning, staffing and other aspects of academic harmonisation are implemented at a school level.
- / GSA-wide approaches to Learning and Teaching and Research are embedded within School practices.
- / All learning, teaching and research related compliance obligations are met.

Learning and Teaching:

- / Working with the Head of Learning and Teaching to ensure that the GSA has the support capacity and capability needed to fulfil the institution's strategic learning and teaching ambitions.

Key academic related services within the GSA:

- / Working with the Heads of Student Support, Technical Support and Library Services in order to ensure the best support for learning and teaching and levels of student experience, and to ensure alignment with strategic academic objectives.

Representation

- / Representing the GSA at senior level at meetings, conferences, seminars and other events, locally, nationally and internationally.
- / Representing the GSA in high level learning, teaching and student experience discussions with external agencies and organisations in both the public and private sector, as well as internally at staff and student representative forums.
- / Deputising for the Director as required, including at Universities Scotland and other national and international bodies.

Committee Membership

- / Member of the Board of Governors, Business & Estates Committee and Museum and Archive Committee of the GSA and other Board of Governors committees as required.
- / Member of the Senior Leadership Group, Executive Group and The Glasgow School of Art Academic Council.
- / Acting as Convenor for the GSA Undergraduate and Postgraduate Committee and its sub groups.
- / Acting as the GSA lead for Annual Liaison Committee with the University of Glasgow.
- / Member of the Universities Scotland Learning and Teaching Committee.
- / Member of sector committees, such as Scottish Higher Education Employability Forum (SHEEF).
- / Member of the Scottish Vice Principals in the Arts and Humanities Group.
- / Member of other external bodies as required.
- / Acting as convenor of other GSA committees and short-life working groups as required.

PERSON SPECIFICATION

Knowledge and Experience

Essential:

- / Educated to Masters level or an equivalent professional track record.
- / Significant experience of effective academic management, development and leadership at senior level in our disciplines, in both learning and teaching and student experience.
- / Significant experience of academic leadership in the areas of quality assurance and enhancement, and related initiatives.
- / Significant experience in strategic and academic planning.
- / Significant experience and understanding of innovative models of learning and teaching design, delivery and assessment.
- / Demonstrable track record in the successful management of change, and the delivery of effective and efficient operational procedures and related outcomes.
- / Extensive experience of effectively managing teams, including performance review and assessment.
- / Experience of handling substantial budgets.
- / Established personal research profile.
- / Exceptional external profile.
- / Membership of relevant professional bodies.

Desirable:

- / Educated to PhD level.
- / Meets professorship criteria as set out in the GSA guidelines.
- / Membership of external boards.



Image top / Interior Design studio, Reid Building
Image bottom / Light well, Stow Building

Personal Qualities

- / Ability to work effectively in a collegiate and supportive manner, respecting and recognising the needs and contributions of colleagues, working with others to build a common vision and actively creating successful alignment between teams.
- / Ability to communicate clearly by listening, understanding and informing, establishing what is important and finding ways to communicate it across the institution.
- / Evident commitment to student experience through assuming responsibility for addressing challenges, soliciting opinions and ideas and responding to student needs through enhancement.
- / Ability to initiate and lead change by adapting strategy 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 institutional 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.
- / Proven ability to set out a compelling vision and strategy and inspiring people to achieve it.
- / Proven ability to develop and sustain internal and external partnerships.



Image top / View across lightwell, Stow Building
Image bottom / Blair's Steading, GSA Highlands and Islands Campus, Forres

HOW TO APPLY

To apply please visit www.gsa.ac.uk/jobs

The closing date for receipt of applications is 20 July 2020.

Interviews for this post are likely to take place on 30/31 July 2020.

The Glasgow School of Art is an equal opportunities employer.

EQUALITY AND DIVERSITY STATEMENT

Working with difference and promoting equality underpins our ambition and purpose. Our studio based learning, research and collaboration transforms thinking and our individual and collective contributions influence the day to day lives of people across local and global communities.

As a community we are committed to creating and sustaining learning and working environments where difference is respected and the widest possible range of cultural and social perspectives are valued. We treat each other fairly, according to need, and minimise barriers to participation for all.

By fostering environments in which difference nourishes new questions and possibilities and where respect is a catalyst for the removal of barriers, we support the learning and development of individuals and our collective contribution to the common good.

GSA publishes appropriately anonymised equality and diversity monitoring statistics pertaining to its student body, staff body and Board of Governors on its website.

TERMS AND CONDITIONS

Contract	Permanent
Salary	Competitive
Hours	35 hours per week although the post requires that you may be expected to devote such time to the affairs of the School as is reasonably necessary to ensure the satisfactory smooth running of the School.
Holidays	35 days plus 11 statutory holidays per annum
Pension	Option to join Scottish Teachers' Superannuation Scheme
Notice Period	Six months
Probation Period	It is recognised 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 one year.



Image Top / Printmaking workshop, Reid Building
Image Bottom / Stairwell, Stow Building

**THE GLASGOW
SCHOOL OF ART**

The Glasgow School of Art
167 Renfrew Street
Glasgow, Scotland
G3 6RQ
www.gsa.ac.uk

The Glasgow School of Art is a company limited by guarantee.
Registered in Scotland No. 2271
Registered Office: 167 Renfrew Street Glasgow G3 6RQ
Recognised Charity No. SC 012490
©The Glasgow School of Art 2020