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**Appointment of a Lecturer in Games Art and Design - Full Time**

**Background**

The School of Art and Media is located in the heart of Brighton and Hove at City Campus. The School has c.2,500 students’ arranged into Subject groupings, these are Media, Fine Art, Visual Communication, Fashion Textiles, 3D Design & Craft, each comprising a range of undergraduate and postgraduate taught courses. In addition there is growing postgraduate research community.

The School is a vibrant, outward-facing, agile and resilient community of staff and students, built on transparency and trust; our students and their experience are at the heart of everything we do. Based on ‘Practical Wisdom’, the School is committed to advancing and delivering creative, cultural and socially purposeful higher education that contributes to the civic and public good and strengthens our societal and economic resilience. This can be seen in our mutually beneficial partnerships, collaborations and engagement with both local and international communities.

All school courses are recognised nationally and internationally for their quality, and students consistently win significant awards and progress to hold prominent positions in their respective professions.

The programme is a vibrant set of courses focussed around the exploration of visual communication and forms part of the School of Art + Media. The courses are a mix of established programmes of study and innovative new offerings responding to industry and societal changes. The programme has a heritage linked to print and analogue process but also embraces digital media and technology.

This is an exciting opportunity to appoint a colleague who will teach practice and input into theory in the Visual Communication Programme in support of our ambition to further integrate both elements of the curriculum. The post will be situated within the undergraduate Games Art and Design course and may also be required to teach into the postgraduate programme.

**The Job**

The University of Brighton is seeking to recruit a practice-focused creative with a professional background in digital design and an emphasis on games art. The role is to facilitate teaching and learning across our three BA (Hons) programmes in Design for Digital Media, Animation and Games Art & Design courses. The ideal candidate will have the interdisciplinary skills and knowledge to engage with students across these degree programmes, with a particular focus on creative practices in games design, environments, character design, and the creation of 3D assets. Knowledge of current trends in digital media scholarship, as well experience working in the creative or professional industries is essential. A background in undergraduate teaching and practice-led research is required, as are the skills to work flexibly within a team, to effectively time manage and to meet pressing deadlines.
**Visit our websites at:** <https://www.brighton.ac.uk/courses/study/digital-games-development-bsc-hons.aspx>

The range of duties of a university lecturer is extensive and diverse. The following summary indicates the nature of this range. Almost all academic staff will be expected to contribute to both the teaching and the research activity of their subject area.

**Teaching and scholarship**

A Lecturer (AC2) is expected to possess, develop and utilise a range of teaching methods and ways of supporting student learning. These may include: lectures, seminars, tutorials, forms of e-learning, workshops, laboratory classes and individual supervision.

The role requires the ability to: identify the learning needs of students and to define appropriate learning objectives; ensure that the teaching content, methods of delivery and learning materials are appropriate; develop own teaching materials, under guidance; select appropriate types of formative assessment; seek ways of improving teaching performance by self-reflection and the gathering and analysis of student feedback, and teach as a member of a team within the framework of an established course. An understanding of equal opportunities issues with regard to academic content and teaching delivery is also expected.

**Research and scholarship**

A Lecturer is expected to: continually update their disciplinary and/or professional knowledge and understanding; develop personal (and, where appropriate, collaborative) research objectives; write up research work for publication; translate new subject knowledge into teaching content; and reflect on their own practice as a higher education teacher. Engagement in continuous professional development with regard to disciplinary/professional and pedagogic expertise is required.

**Communication**

A Lecturer should be able to: deal with routine communication using a range of media; communicate complex information orally, in writing and electronically, and communicate material of a specialist or highly technical nature.

**Liaison and networking**

A Lecturer is expected to: liaise effectively with colleagues and students; build internal contacts and participate in internal information exchange networks, and join external networks to share ideas.

**Managing people**

A Lecturer will be able to agree and largely self-manage teaching, research and administrative activities.

**Teamwork**

A Lecturer is expected to: collaborate with academic colleagues on course development, curriculum changes and the development of research; attend and contribute to subject group and similar meetings, and collaborate with colleagues across the university to identify and respond to students’ needs.

**Pastoral Care**

A Lecturer will be expected to: act as a personal tutor; use listening, interpersonal and pastoral care skills to deal with sensitive issues concerning students, appreciate the needs of individual students and their circumstances, and to refer students as appropriate to the specialist services which can provide further help.

**Initiative, problem-solving and decision making**

A Lecturer will be able to: develop and apply initiative, creativity and judgement in the conduct of teaching and research; respond effectively to pedagogical and practical challenges, and contribute to decision making on, and share responsibility for, the academic content, delivery and assessment of modules.

**Planning and managing resources**

A lecturer will be able to plan and manage their own teaching and the use of teaching and research resources, including laboratories and workshops, as agreed with relevant senior colleagues. An awareness of risks in the work environment and their potential impact will be expected.

**Person Specification**

Appointment to Lecturer/AC2 will be dependent upon the role to be undertaken and the skills, knowledge and experience of the successful applicant.

It is expected that the criteria below regarding knowledge and qualifications will be met by the successful candidate.

**Essential Criteria**

* A good (1 or 2:1) degree in Games Art and Design / Visual Communication or associated subject.
* Knowledge of Games Art and Design / Visual Communication, cultural and critical studies in relation to contemporary themes, e.g. digital creativity, global citizenship, diversity, collaborative practice and wellbeing.
* Understanding of academic and award standards and the range and level of knowledge and skills, both subject-specific and generic, which the programme is intended to foster.
* Experience of effective and contemporary approaches to teaching and learning and curriculum development within Higher Education.
* Evidence of scholarship, research/professional activities to support teaching and learning.
* Experience of developing an exciting and dynamic timetable of student learning and activities, across levels 4-6
* Ability to develop high-quality inclusive teaching materials, methods and approaches; to take responsibility for their quality and ensure that they remain up-to-date and meet defined learning objectives.
* Experience in: curriculum design, planning, delivery, assessment process, quality assurance at undergraduate level; organisation and communication liaising with colleagues; experience or knowledge of admissions process at undergraduate level.
* Knowledge and experience working in a team and to initiate, undertake and complete organisational and administrative duties required in the professional delivery of curriculum design and teaching delivery. To support and contribute to required management, quality assurance, academic standards and strategic planning processes.
* Expertise in Games Art production techniques for character and environment design.

**Desirable**

* Experience with online teaching and learning.
	+ Ideally a postgraduate qualification/PhD or an equivalent level of professional experience in Games Art and Design / Visual Communication and teaching experience at undergraduate (and postgraduate) level with (preferable) a Postgraduate Certificate in Teaching in Higher Education (if not yet obtained the qualification should be completed within the first two years of employment).
	+ Evidence of the integration of research, scholarship and professional practice with curriculum design and teaching activities at undergraduate level.
* Experience of working in a collegiate and agile way to foster a culture of excellence
* Experience in taking decisions to solve problems in a positive, solution-focused manner.
* Proficiency in software necessary for teaching and research

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* The appointment is permanent.
* Salary range: £35,845 to £42,792 per annum
* The appointment is generally made at the bottom of the range dependent upon experience and previous salary.
* The annual leave entitlement is 35 working days, pro rata for proportional part-time staff. This is in addition to the statutory holidays applicable in England, local discretionary holidays and days when the university is closed in the interests of efficiency.
* Hours: This post is full-time. The nature of teaching posts is such that staff are expected to work such hours as are reasonably necessary in order to fulfil their duties and responsibilities. It would therefore be inappropriate to define the total hours to be worked in any week. A reasonable norm for full-time staff, however, having regard to the contractual position of other senior staff in the institution, would be thirty-seven, although this should not be regarded as a minimum or maximum. Direct teaching responsibility should not exceed eighteen hours in any week or a total of five hundred and fifty hours in the teaching year. This provision will not, however, apply in subject areas where the nature of the curriculum and teaching style make it inappropriate. In such cases, separate arrangements apply. The University has currently identified the following academic areas where teaching methods or modes of delivery make the 18 hour per week limit inappropriate at certain times of the year:
* art and design
* business/management
* health - clinically related subjects
* construction management

The 550 hour annual maximum will not, however, be exceeded except by mutually agreed overtime.

* More information about the department can be found here: https://www.brighton.ac.uk/courses/study/games-art-and-design-ba-hons.aspx
* Read the University’s [2016 - 2021 Strategy](https://staff.brighton.ac.uk/strategy/Pages/Welcome.aspx?dm_i=1SNX,4KBXD,MQS1JL,GXL92,1).
* The University has an attractive range of benefits and you can find more information about them on our website:

## Professional development/teaching

Four part-time courses are run within the University for staff new to the teaching role. They are:

* The Postgraduate Certificate in Learning and Teaching in Higher Education (run by the Centre for Learning and Teaching, and designed for staff in all schools and faculties).
* The Postgraduate Certificate in Health and Social Care Education (run by the School of Nursing and Midwifery, for staff within the school).
* The Postgraduate Certificate in Clinical Education (run by the School of Health Professions, for staff within the school).
* The Postgraduate Certificate in Medical Education (run by Medical Education Unit).

All new lecturers with little or no previous experience of teaching in higher education, who have not undertaken an equivalent course of study and training, are expected to take one of the courses listed above in their first or second year in post. The courses provide opportunities to explore a range of practical approaches to supporting students’ learning, and to reflect upon the process of developing as a teacher. By negotiation with the relevant Dean of School, teaching timetables are adjusted to enable the new lecturer to participate effectively in the course. The course is accredited by the Higher Education Academy, the national professional body for teachers in Higher Education, and successful completion normally leads to professional recognition as a Fellow of the Higher Education Academy.

The successful applicant will be provided with further information about these Postgraduate Certificate courses at the time of appointment.

In addition to these courses for staff new to the teaching role, the Centre for Learning and Teaching offers a wide range of courses, events and consultancy to experienced lecturers and to course teams and academic schools across the University. Further information is available from their [webpages](https://staff.brighton.ac.uk/clt/Pages/CLT-home.aspx).

**Terms & conditions**

In determining terms and conditions of employment, the University has regard to recommendations made through the appropriate national negotiating framework. These terms and conditions of service can be varied by local agreements reached through the University’s local negotiating framework which comprises a Joint Negotiating Committee supported by two Common Interest Groups. These groups bring together representatives of the University and its recognised trade unions, which are:

* + UCU – University and College Union
	+ UNISON

The following information may also be useful for your application:

* [Research at the university](https://www.brighton.ac.uk/Research/index.aspx)
* [Academic departments (schools and colleges)](https://www.brighton.ac.uk/About-us/Contact-us/Academic-departments/index.aspx)
* [Administrative and support departments](https://www.brighton.ac.uk/About-us/Contact-us/Professional-services-departments/index.aspx)