

TRINITY LABAN CONSERVATOIRE OF MUSIC & DANCE

POSTDOCTORAL RESEARCH FELLOW AND EDUCATIONAL DEVELOPER (DIVERSITY AND STUDENT SUCCESS)

PART-TIME, PERMANENT

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POSTDOCTORAL RESEARCHER AND EDUCATIONAL DEVELOPER (DIVERSITY AND STUDENT SUCCESS)

Contract: Part-Time (0.6 FTE) Permanent

Salary: £37,582- £44,107 p.a. pro rata (Including LWA)

Trinity Laban Conservatoire of Music and Dance is a forward thinking, contemporary and world-class Higher Education Institution with a vision to redefine the conservatoire for the 21st century. At the leading edge of music and dance training, it provides specialist education of the highest quality, which reflects the increasingly collaborative world of artistic practice and supports the lifelong career development of students and professional performing artists.

This is an exciting opportunity for a researcher-developer to join the Conservatoire in order to develop and deliver research and research-informed intervention activity in order to enhance diversity and student success within its music, dance, and musical theatre programmes. The 0.6 FTE post will commence as soon as possible, and will be based in the Planning Office at Trinity Laban, with close collaboration with Faculties of Dance and of Music, Learning & Participation teams, and the Research Department.

WIDENING AND DIVERSIFYING ACCESS AND IMPROVING STUDENT SUCCESS

Trinity Laban's vision, mission and core values set out a fundamental commitment to engage the widest possible range and number of people in our art forms of Music and Dance, and to identify and support the most gifted creators and performers, whatever their background or circumstances. Our long-term strategic approach to widening participation in HE and in our art forms targets interventions along the spectrum from first access and early years to higher education study to research and professional practice.

Trinity Laban wishes to appoint a researcher-developer to design and implement research and research-informed intervention activity relating to improving diversity, inclusion and student success across our higher education provision. The post will commence as soon as possible.

The Trinity Laban Postdoctoral Researcher and Educational Developer (Diversity and Student Success) will work in collaboration across various departments within the Institution including the Faculties of Music and of Dance, Learning and Participation teams, the Research Department, Student Services, and relevant faculty staff in the planning and delivery of research-informed approaches to understanding and removing barriers to student success. The focal areas for investigation include the impact of ethnicity, disability, and socio-economic background on retention, progression, and attainment, primarily within an undergraduate context, but with reference to progression into postgraduate study and graduate employment.

You will be an experienced researcher who will undertake in-depth qualitative and quantitative research, with project management responsibility. You will have a PhD or equivalent (or nearing its completion) and an emerging publications record and/or research experience in a related field. You will have exceptional skills in both quantitative and qualitative research methods that you can link to the development of solution-orientated interventions. You will be able to employ these in contexts and activities that directly enhance the student experience in higher education by provide insights into barriers to student success, particularly those from communities underrepresented within higher education. An understanding of the performing arts in education would be helpful.

As an equal opportunities employer we positively encourage applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

If you think this might be just the job for you, please register an account with our eRecruitment system (or login if you have an account) and complete an online application form using the following link <https://jobs.trinitylaban.ac.uk/>

Closing Date: Sunday 24th November 2019 at 23:59 hours BST (No Agencies)

Interview Date: Thursday 5th December 2019

For any queries about this position that are not covered in the job pack, please email staffrecruitment@trinitylaban.ac.uk or contact Katerina Filosofofoulou, People Services and Resourcing Officer on 0208 305 9476.

All of our taught programmes are validated by Trinity Laban Conservatoire of Music and Dance. Research degrees are validated by City University, London.

Trinity Laban Conservatoire of Music and Dance is a company limited by guarantee registered in England and Wales Company No. 51090. Registered Charity No. 309998.

JOB DESCRIPTION

Post:	Post-Doctoral Research Fellow and Developer (Diversity and Student Success)
Department:	Planning Office, Registry
Reporting to:	TBC
Grade:	7
Contract:	Part-time (0.6 FTE), Permanent
Line management:	TBC (Head of Planning and Head of Research)

PURPOSE OF ROLE

- To provide expertise in the collection and analysis of data pertaining to diversity and student success;
- To engage with students and staff with an evidence informed approach regarding transition in, through, and beyond higher education;
- To improve the data quality and collation mechanisms relating to student diversity and success.

Main duties

1. Create and implement data collection mechanisms to analyse retention, progression and attainment factors facing underrepresented student populations within the institution;
2. Create and deliver innovative and impactful interventions and associated evaluative processes that ensure the institution understands and acts on barriers to student success across the higher education provision;
3. Undertake research with students to understand barriers to success among under-represented groups and affecting motivational factors;
4. Collaborate across the institution with relevant stakeholders including the Head of Planning, Faculty staff, Learning and Participation teams and the Research Department to create meaningful change processes and activities that enhance the potential for student success;
5. Contribute to the development of institutional implementation planning and delivery of associated activities linked to results of research data;
6. Deliver academic development activities to disseminate across staff groupings the findings of research activity in order to promote awareness of barriers to success;
7. Disseminate the results of research via peer review mechanisms and attend relevant sector and institutional meetings to discuss the results of research findings and interventions.

Other

- To contribute where appropriate to the organisation of TL conferences and symposia.
- To attend relevant committee meetings such as the Student Experience Committee; Equality, Diversity and Access Committee; Learning and Teaching Board.
- To mentor where appropriate emerging research in the area of diversity and student success.
- To assist the senior members of staff including the Head of Planning and the Head of Research in the dissemination of relevant research via the maintaining of relevant web and other copy.
- To undertake such other duties as may be requested by the relevant manager.

THE POST HOLDER MUST:

- At all times be committed to Trinity Laban's Equality and Diversity Policy.
- Adhere to all policies and procedures relating to Health and Safety in the workplace.
- Promote the profile and image of the Department and the Conservatoire wherever possible.

CONSERVATOIRE VALUES:

- All staff are expected to operate in line with Trinity Laban's Terms and Conditions for staff, which set out the principles of how we work together. More information about the Conservatoire's vision, mission and values is available at:
<https://www.trinitylaban.ac.uk/about-us/governance/our-vision>

Trinity Laban has a no smoking policy on its premises.

The above list is not exclusive or exhaustive and the post holder will be required to undertake such duties as may reasonably be expected within the scope and grading of the post. All members of staff are required to be professional, co-operative and flexible in line with the needs of the Conservatoire.

**POSTDOCTORAL RESEARCH FELLOW AND EDUCATIONAL DEVELOPER
(DIVERSITY AND STUDENT SUCCESS)**

PERSON SPECIFICATION

Criteria	Specification	E/D	Measured By
Education/ Qualifications	A PhD or equivalent in a relevant subject area and/or substantial research experience of social science based projects	Essential	Application
	An emerging publications record	Desirable	Application
Experience	Extensive experience in developing and creatively applying mixed methods research in educational contexts, particularly focused on diversity and inclusion, social justice, widening participation.	Essential	Application
	Management of research projects and associated budgets	Essential	Application
	Collaborative working across departments	Desirable	Application
Knowledge or Understanding	Extensive knowledge of contemporary sociological and educational theories relating to diversity in higher education and developing institutional responses to barriers to student success	Essential	Application
	Knowledge of developments in higher education which may have an impact on student success	Desirable	Application, Interview
	Knowledge of a wide range of research methods applicable to educational contexts.	Desirable	Application
	Knowledge of research, current thinking and debate in widening participation and barriers to success and inclusion within higher education	Essential	Interview
	Knowledge of Music and/or Dance in education	Desirable	Application, Interview
Skills and Abilities	Excellent organisational and administrative skills including good IT skills	Essential	Application
	Ability to creatively and effectively manage all aspects of research projects and intervention activities including the development of the research objectives, design and methodology, literature review, quantitative and qualitative data collection, in-depth analysis and write-up.	Essential	Application, Interview
	Ability to organize projects	Essential	Interview
	Ability to communicate complex information in an effective, concise and tactful manner, both in development sessions and in writing	Essential	Interview
	Ability to work as part of a diverse a team and to build and maintain constructive relationships with a range of colleagues in different areas within an organisation	Essential	Interview

Criteria	Specification	E/D	Measured By
	The ability to prevent and/or solve problems with flexibility, timeliness and imagination	Essential	Interview
	Ability to navigate cultural difference and to promote inclusive learning environments	Essential	Application, Interview
	Excellent presentation and academic writing skills	Essential	Application
Personal Qualities			
	A collaborative team player/excellent inter-personal skills	Essential	Interview
	The ability to set priorities work proactively, and meet deadlines	Essential	Interview
	The ability to work well under pressure and find solutions to problems	Essential	Interview
	Has a commitment to equal opportunities and the promotion of diversity	Essential	Interview
	Ability to work with limited supervision, and to take appropriate action on your own initiative when necessary	Essential	Interview
	Has familiarity with the performing arts and some understanding of the personal and vocational needs of music and dance students	Desirable	Application, Interview

Applicants must be eligible to work legally in the United Kingdom. If you do not have the necessary permissions to do so, unfortunately we are unable to consider your application.

CONDITIONS OF SERVICE – SUMMARY AND STAFF BENEFITS

Contract:	Part-time (0.6 FTE), permanent, subject to a one academic year probationary period.
Hours:	21 hours per week, usually from 9.00 am to 5.00 pm Monday to Friday, (with a daily lunch break of one hour). Some evening and weekend working will be required during busy periods, for which time off in lieu will be given.
Location:	You will be based across the Conservatoire at the Faculty of Music (King Charles Court, Old Royal Naval College), Blackheath Halls (Lee Road, London) and the Faculty of Dance (Laban building, Creekside).
Salary:	Trinity Laban Staff Salary Scale, Grade 7, Incremental Point 30-36, £37,582 - £44,107 p.a. pro rata inclusive of a London Weighting Allowance of £3,785 p.a. pro-rata. Salaries are paid on the last working day of the month into bank.
Holidays:	40 days p.a. (pro-rata) in addition to Statutory, Bank and Public Holidays.
Sick Pay:	Trinity Laban operates the Statutory Sick Pay Scheme, and staff may be eligible for benefits in excess of this under Trinity Laban's own sick pay scheme.
Pension Scheme:	The successful candidate will be auto-enrolled in to The Teachers' Pension. Employee contributions are dependent on their monthly salary. The Conservatoire currently pays the Employers contribution at the rate of 23.68% of pensionable salary.
Professional Development:	An annual allocation of 140 hours pro-rata is attributed to all staff on academic contracts, in relation to which a range of Staff Development opportunities is available.
Library:	The Laban Library & Archive (Faculty of Dance) and the Jerwood Library of the Performing Arts (Faculty of Music) are available for use.
Car Parking:	A limited number of parking spaces are available at the Laban Building, subject to availability.
Cycle to Work:	A cycle to work scheme is operated.
Give as you earn	A give as you earn scheme is operated.
Cafeteria:	Our Cafeterias/Licensed Bars at both sites serve a range of hot and cold drinks and snacks.
Events:	There is a wide range of music and dance performances each week, many of which are free to members of staff.
Classes:	Reduced rates access to Adult Classes.
Eye Care:	Vouchers for eye tests are available for VDU users.
Health:	Reduced rates for Health services and access to the Cash 4 Health plan. Details are available from the Health Department.

INFORMATION ON TRINITY LABAN CONSERVATOIRE OF MUSIC AND DANCE

Trinity Laban Conservatoire of Music and Dance is the UK's only conservatoire of music and contemporary dance. The unequalled expertise and experience of its staff, and its world class facilities housed in landmark buildings, put Trinity Laban at the forefront of vocational training in music, musical theatre, and dance.

Our history goes back to 1872 with the founding of Trinity College of Music in London. Trinity College of Music merged with Laban (founded in 1946) in 2005 to create Trinity Laban, now home to a creative and cosmopolitan community of students, teachers and researchers from around the globe.

We have a reputation for innovation and forward-thinking, and are focused on training students for life-long careers in our art forms. Each year we welcome over 1,000 students from over 60 countries to follow undergraduate, postgraduate and research programmes. Thousands more people enjoy music, dance and health activities as part of our lively performance and outreach programmes.

Our unrivalled roster of teaching staff includes respected academics, performers, composers and choreographers. Many of them are active researchers who push at the boundaries of their art forms, and extend our understanding of artistic and educational practice. We also welcome leading visiting artists, ensembles and companies from around the world, so our students benefit from working directly with today's top performers.

We work together in a number of outstanding locations, including the 17th-century Old Royal Naval College at Greenwich (a World Heritage Site), the Stirling Prize-winning Laban Building in Deptford, and the magnificent Grade II listed Blackheath Halls. Our world-class facilities include state-of-the-art practice rooms and dance studios, flexible performance spaces and internationally famous libraries. Students also have access to the cultural wealth of London, and regularly perform at its leading venues.

To find out more, visit www.trinitylaban.ac.uk