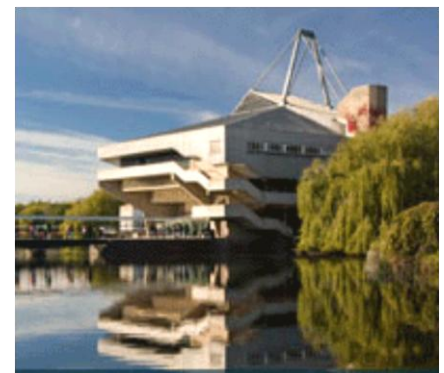


Chair in Interactive Media

Candidate Brief

Job reference:	2155
Location:	York, UK
Based at:	Heslington East campus
Department:	Theatre, Film and Television
Closing date:	12 th February 2012
Interview date:	19 th and 20 th March 2012



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1. Introduction

The Department of Theatre, Film and Television is seeking to appoint a Professor of Interactive Media. This is a new post in a new department, founded in 2006 and housed in a magnificent, £25m purpose-designed building. Having established teaching and research in the areas of television, film and theatre production, technology, history and analysis, the Department is now expanding into the field of interactive media. This development is a strategic response to the logic of media convergence, the desire to increase both student and staff numbers, the need to maximise the potential of the digital technology and associated facilities in the building, and the significant interdisciplinary and interdepartmental research opportunities in this field.

We are looking for an outstanding individual capable of leading developments in this area, including the launch of a BSc programme due to admit its first students in 2013 and the recruitment of a team of staff to complement existing expertise in the Department. While we invite applications from colleagues working in any of the disciplinary fields that feed into interactive media, we are particularly keen to attract people who have a close familiarity with developments in interactive digital technology and/or interactive games design and development. We are also looking for someone with a keen insight into and oversight of the ways in which interactive media developments depend upon science, technology, industry, creativity, humanities and social science perspectives and practices.

Applicants should therefore be capable of taking advantage of the inter-disciplinary research environment at York, contributing to the development of departmental strategy, and delivering excellence in teaching. They should also have an international reputation for their research, proven abilities to secure significant external grant support and to build a strong research team, and recent publications in the 4* REF band.

2. The University of York

The University

The University of York is one of the UK's leading universities. It has an outstanding reputation in teaching and research and was placed in the top ten UK universities by the 2008 Research Assessment Exercise (RAE). It is one of just six post-war universities to appear in the World Top 100, and was named 'University of the Year 2011' at the Times Higher Education Awards in recognition of its drive to combine academic excellence with social inclusion, a strong record of scientific discovery, and investment in the arts and humanities alongside the sciences.

From its inception, the University has concentrated on strong viable departments and teaching and research of the highest quality. York intends to retain its leading research-intensive position and to develop its global reputation through:

- Continued growth in student numbers, much of it focused on postgraduate and international students.
- Significant research expansion and spin-out activity as the University develops the potential of its intellectual property.
- A focus on the University's four strategic objectives of excellence, internationalisation, inclusivity and sustainability.

Founded in 1963 with just 200 students, the University now has approximately 3,300 staff, 14,000 students and over 30 academic departments and research centres. The University has a collegiate system in which most staff and all students are members of one of eight colleges.

The Campus

The University is located on two attractive landscaped parks within easy reach of the centre of the historic and very beautiful city of York, a much sought after destination for work and study. The University has city centre premises at the medieval King's Manor and, since 2000, has added 20 new buildings to its Heslington West campus, as well as embarking on an ambitious £750m campus expansion at Heslington East. This development is increasing student capacity, driving up research income and providing more world-class facilities for the 21st century. The Department of Theatre, Film and Television is one of the flagship developments on this new campus.

The City

The historic walled City of York, with a population of about 130,000, is home to world-class museums, attractions and vibrant entertainment and festivals. It successfully combines a riverside location, beautiful parks and pedestrianised streets with a lively café/bar/restaurant culture and a wide selection of shops.

York is also one of six Science Cities in England that were declared in 2005 as hubs for the knowledge-based economy in the fast-growing technology sectors of Bioscience, Creative Industries, and Information Technology. This status reflects York's buoyant economy and strong inward investment of financial and intellectual capital.

York has excellent road and rail links and is easily accessible from all parts of the UK. It is roughly 2 hours by rail from London, Birmingham, Edinburgh and Manchester and is within easy reach of international airports at Manchester and Leeds-Bradford.

The city and surrounding villages offer a high quality of life with a wide variety of housing, outstanding schools, comprehensive health-care facilities and easy access to some of England's most beautiful countryside. For more information visit: www.visitcityofyork.org

3. The Department

The Department of Theatre, Film and Television (TFTV) was established in 2006 and moved into its superb new building in 2010. There are currently 16 academic staff, 6 technical staff, a Commercial Manager and 6 administrative staff, with further staff to be appointed in subsequent years as the Department continues to grow, notably in the area of Interactive Media. The academic staff include both leading scholars and award-winning industry professionals and there is a good mix of early career and senior colleagues. There are currently around 320 students in total, including 45 master's students and 25 doctoral candidates. The plan is to move towards 500 students by 2015.

We currently offer two undergraduate degrees – a theatre-led BA in *Writing, Directing and Performance*, which graduated its first students in 2011, and a BSc in *Film and Television Production*, which will graduate its first students in 2013. We also offer five taught postgraduate degrees – MAs in *Theatre: Writing, Directing and Performance*, in *Contemporary Cinema and Television*, and in *Digital Film and Television Production*, and MA/MScs in *Postproduction with Visual Effects* and *Postproduction with Sound Design*. There is also a thriving community of PhD students bringing together students from across the Department's constituent disciplines, with several working on practice-based projects. We plan to launch a third undergraduate degree, a BSc in *Interactive Media*, in 2013, with the potential for a related master's programme in due course. We aim to admit 48 students per year to each of our undergraduate degrees, and our standard A-level offer is AAB.

In September 2010 the Department moved into a magnificent, state-of-the-art, three-storey complex on the University's new Heslington East campus. The £25m building was designed to professional specifications, houses some £5m of equipment, and is consequently now one of the best equipped facilities of its type in the UK, on a par with top commercial facilities. The facilities include two fully broadcast-compliant HD television studios (one 5 camera, one 3 camera) with 3G infrastructure including links for OB trucks and provision for transmission uplink and downlink; two XSAN-based postproduction laboratories running Final Cut Pro and associated software, industry-standard Pro Tools based audio facilities including a dedicated ADR and Foley suite with associated live room, two general purpose control rooms with large shared live room for surround sound work (up to 7.1) and two dedicated mixing theatres for TV and film work (one featuring a Euphonix System 5 Fusion), picture finishing suites featuring Autodesk Smoke, Flame and Lustre as well as a Nucoda Film Master; a 140-seat 2K digital cinema with Dolby Digital-certified 7.1 and DTS sound as well as provision for satellite feeds; a 120 seat black box theatre which also also serves as a shooting stage, a 200 seat thrust-stage theatre, two large rehearsal rooms which can also be used as shooting stages with green-screen facilities, and dressing rooms; technical workshops; and office space for staff and graduate students. A third dedicated IT laboratory will be equipped with specialist software for the start of the BSc in *Interactive Media*.

The Department aims to be a genuinely interdisciplinary enterprise, in which ambitious dialogue is promoted, in both teaching and research, between the study of theatre, of film, and of television – and in due course, interactive media; between analytical/historical approaches and practical experiment, production work and training; and between arts, science and social science approaches to the various media. We have forged close links in our teaching between the history and analysis of these media and creative and professional practice. Students are thus immersed in both theory and practice and understand the importance of the inter-relation between intellectual, creative and technical skills in both the production process and the critical analysis of media and performance texts.

Also central to the design of all of our programmes is a belief in the value of allowing students the opportunity of sustained dialogue with leading industry professionals. To this end, the Department promotes a high-profile programme of professional masterclasses and visiting speakers as an indispensable component of its courses and is in the process of establishing a programme of internships and placements. We're particularly fortunate that the Chancellor of the University of York is Greg Dyke, ex-Director-General of the BBC and Chair of the British Film Institute.

The Department as a whole aims to produce graduates who have experienced a more rounded and various education than is customarily the case in the fields within its remit. We thus aim to stretch our students intellectually, technically and creatively, and we believe we have established the right balance between teaching professional, practical skills, encouraging a creative approach to their application and providing a thorough critical and contextual framework. We thus aim to provide our students with skills that will equip them to work in a range of roles *across* the media industries, as well as in other areas of future study and employment.

The Department defines itself in terms of three core activities – research, teaching and commercial activity – and has appointed a Commercial Manager to oversee the hiring of our facilities and equipment to industry users and the development of spin-out companies and student internships. The Department also enjoys close relationships with a range of other departments and centres across the University, including the Departments of English and Electronics, and the Humanities Research Centre.

Although we are a new department and have invested heavily in our teaching programmes, we have a well-developed research strategy and support infrastructure that encourages staff to engage in creative and production-based work as well as more traditional forms of humanities scholarship and scientific investigation – a number of projects are currently being initiated in areas such as sound design and digital production practices, for instance. The impact of our research activities is exemplified both by the production of award-winning television documentaries and the rolling out of an ambitious project designed to transform the teaching of acting in conservatoires and universities. Books recently published by staff cover areas such as recent British cinema, neo-Victorian theatre, documentary theatre and media

audiences and emotion. We are also developing a knowledge transfer partnership with a feature film production company, which will enhance ongoing research about film schools, film funding and the impact of new technologies on production practices. Staff from the fledgling Department were entered in the RAE 2008 in the Departments of Sociology and English, which both came top in their respective panels.

In 2013, the Department of Theatre, Film and Television will be launching a third undergraduate degree programme, a BSc in *Interactive Media*. This new, multidisciplinary programme brings together audio and video production, computer programming, graphic design, socio-cultural analysis and cinematic arts. It will enable students to gain an understanding of the technical aspects of interactive digital media systems and their cultural, social and historical impact, and to develop their ability to create interactive media software, content and products that draw on that understanding. It will focus on games design and other interactive media software and content created for platforms such as mobile phones, interactive television, the World Wide Web and art installations.

The rationale of the programme is to:

- Engage with the logic of media convergence and the increasing interaction between digital interactive media, film, television, games and theatre;
- Draw on interdisciplinary and interdepartmental developments;
- Engage with the most up to date developments in the creative industries, an important growth area in the UK and global economy;
- Produce high-calibre graduates with a comprehensive practical and theoretical understanding of digital and interactive media technologies and applications;
- Enable the department to maximize student numbers and the use of its state-of-the-art facilities.

The programme aims:

- To cater for students from a wide range of backgrounds and with different interests;
- To combine theory and practice, and to bring together technical, aesthetic and socio-cultural perspectives on new media systems, creative digital technologies and digital culture;
- To enable high quality academic learning informed by cutting-edge research, and the development of production and programming skills informed by current practices in the creative industries;
- To provide students with regular contacts with leading creative industry practitioners via a professional visitors programme;
- To provide students with the necessary knowledge and skills to pursue a career in the games industry and/or other digital communications media including web design, marketing, art curation and film and television production.

We have taken this programme through preliminary planning stages at the University and secured approval for its formal development, with the full support of university senior management. It will be the task of the new Chair in Interactive Media to turn these initial plans into an ambitious and innovative curriculum and to take the lead in recruiting the staff that will be needed to deliver this programme and establish a high-achieving research team. As noted above, we welcome applications from colleagues working in any of the disciplinary fields that feed into interactive media, but we are particularly keen to attract colleagues working on digital technology and/or interactive games design. The successful candidate will however also need a keen insight into, oversight of and sympathy for the ways in which interactive media developments depend upon science, technology, industry, creativity, humanities and social science perspectives and practices.

Further information about the department is available at: <http://www.york.ac.uk/tftv/>

4. The Role

Summary of the purpose of the role of Chair:

Chairs at York are expected to advance their subject nationally and internationally and to contribute to maintaining the University as an international centre of excellence for the relevant subject area through research and publication, teaching, networking and consultancy.

Key Responsibilities and Duties:

Chairs are required to undertake the duties outlined below:

To support the research activities of the Department

- To carry out internationally outstanding research and scholarship.
- To disseminate this research through monographs, articles in journals of international standing, and other appropriate forms of dissemination, including national and international conference presentations.
- To play a leading role in the Department in identifying and securing external funding through research grants and contracts, and in developing collaborative research income-generating activities.
- To attract and supervise research students, and, as appropriate, post-doctoral researchers and other support staff.
- To support, comply with, and contribute fully to research plans and policies of the Department and the University.
- To support and mentor junior academic colleagues in order to promote quality of teaching and research and their career development.

To support the teaching objectives of the Department

- To design and be responsible for delivery of modules and teaching programmes for undergraduate and graduate students.
- To play a leading role in departmental and interdepartmental curriculum development and quality enhancement.
- To coordinate team teaching, as required, including liaison with other staff and with postgraduates who teach.
- To design and mark assessments, and give feedback.
- To supervise undergraduate and graduate projects and dissertations.
- To carry out teaching in Continuing Professional Development.
- To undertake pastoral support of students, as a personal supervisor or in another designated role.
- To support and promote fully the University and Department teaching quality assurance standards and procedures.

To contribute to the efficient management and administration of the Department

- To make an important contribution to the leadership and management of the Department, including supporting early career staff and developing new collaborative initiatives.
- To attend Departmental meetings, meetings of the Board of Studies, and other committees and working groups within the Department and University.
- To carry out relevant professional duties, commensurate with the Professorial grade.
- To undertake specific departmental roles and management functions as may be reasonably required by the Head of Department.

Other responsibilities

- To lead the development, detailed curriculum design and delivery of the BSc in Interactive Media (due to admit its first students in October 2013), and subsequent postgraduate programmes (taught and research) in the field.
- To lead the Interactive Media subject group within the department and to serve on the Department Management Team in that capacity.
- To lead on the recruitment of additional academic staff in the field of Interactive Media, as well as a technical officer to support work in this field.
- To develop and implement a research strategy in the field of Interactive Media, which complements the existing departmental research strategy and maximises the potential for interdisciplinary and inter-departmental research.

5. The Person

Person Specification

	Essential	Desirable
Qualifications	PhD in relevant subject, or equivalent industry experience.	Membership of professional and learned societies
Knowledge	<p>Excellent working knowledge of interactive media technologies and the technical and creative skills necessary for using those technologies.</p> <p>Knowledge of the field of Interactive Media and its current state of play at UK and international universities and within industry.</p> <p>Outstanding and internationally recognised knowledge of relevant areas of interactive media.</p> <p>A keen insight into, oversight of and sympathy for the ways in which interactive media developments depend upon science, technology, industry, creativity, humanities and social science perspectives and practices.</p>	<p>Knowledge of and interest in theatre, film and television.</p> <p>Knowledge of games design, development and professional workflows.</p>
Skills/abilities/competencies	<p>Proven leadership and managerial skills.</p> <p>Exceptional abilities in defining, leading, attracting funds for, and</p>	<p>Evidence of international collaboration.</p> <p>Evidence of peer review activities.</p>

	<p>managing, internationally leading research.</p> <p>Exceptional abilities in curriculum development and course design; innovation in teaching practice, learning and assessment methods; and in encouraging student access and engagement.</p> <p>Ability to forge interdisciplinary and international collaborations.</p> <p>Ability to establish a network of industry contacts to support developments within the department, and to attract industry leaders to the department.</p> <p>Ability to provide effective pastoral support to students.</p>		
Experience	<p>International leader in a major area of research in the interactive media field, such as leadership of a research group or theme.</p> <p>Evidence of a collaborative approach to research.</p> <p>Substantial publication record in leading peer-reviewed journals, and/or authorship of books.</p> <p>Significant success in attracting and supervising PhD students.</p> <p>Significant and sustained success in accessing research grants and other external funding.</p> <p>Successful delivery of invited presentations at major international conferences.</p> <p>Exceptional experience in curriculum development, course design and teaching, learning and assessment methods at UG and PG levels and in encouraging student access and engagement.</p> <p>Successful teaching at undergraduate and postgraduate levels.</p>	<p>Editorial duties with journals</p> <p>Activity as an invited examiner at other institutions</p> <p>Participation in national teaching initiatives or international equivalents</p>	

	Effective and sustained involvement in major administrative tasks or positions of responsibility within a department or research unit	
Personal attributes	<p>Well organised and able to prioritise work effectively, with a demonstrable capacity for strategic thinking and planning.</p> <p>Ability to take a lead in key administration functions and committee work within the department.</p> <p>Self-motivated, pro-active and innovative.</p> <p>An expert communicator, able to deploy effective interpersonal, negotiating, and influencing skills.</p> <p>Commitment to achieving high professional standards.</p> <p>Personable, flexible and committed to teamwork and a collegiate ethos.</p> <p>Committed to equal opportunities.</p>	

6. Remuneration, Benefits and Other Terms

Salary will be on the professorial salary scale (starting from £54,133 per annum) with an expected start date of September 2012.

The University has an integrated benefits scheme, entitled Rewards Extra, which offers a range of benefits (www.york.ac.uk/admin/hr/employees/reward/extra/). One of the main benefits is USS – the Universities' Superannuation Scheme – which involves a personal contribution of 7.5% of salary. If you have not previously been a member of USS, you will join the Career Revalued Benefits section (6.5% personal contribution.) Both sections have a 16% employer contribution, and are offered via salary sacrifice.

The annual holiday entitlement is 38 days, including 8 statutory public holidays. Where academic staff are required to work on public holidays, leave in lieu may be taken at another time. If the post is part-time, the holiday entitlement will be reduced pro rata.

Professors employed by the University, unless exempted, should be prepared to accept the headship of their department if invited to do so by Senate.

Research Leave

Research leave (i.e. leave of absence on full pay for one term for the purposes of conducting research) is

agreed departmentally on a non-contractual and individual basis and results from a re-arrangement of teaching duties which involves neither additional expense to the University nor the acceptance of additional paid employment by staff members.

7. The Application Process

Informal enquiries

If you are interested in applying, you are encouraged to make informal enquiries to Professor Andrew Higson, Head of the Department of Theatre, Film and Television (andrew.higson@york.ac.uk; + 44 (0)1904 325234).

How to apply

When you are ready to start your application, click on the 'Apply now' button and you will be guided through the stages of the application form.

When you've completed your application you'll have the option to submit it to us. You will receive an email confirming that we've received it. The short-listing panel will then look at all the applications. As soon as that's complete, we'll contact you by email to let you know whether or not we'd like you to come to interview. You may also be contacted by the University's Recruitment Adviser for a preliminary discussion about the role.

Applicants are asked to submit electronically:

- a copy of your curriculum vitae (CV)
- a letter of application stating how you meet the person specification criteria
- a one page document listing your research and teaching experience and intentions

We will also need:

- a) Academic Referees: names and contact details of **three** academic referees (at least one from an institution outside the UK). You should contact all three of your academic referees before submitting your application to ensure that they are aware of your application and the requirements for the post and would be content to write a reference for you, if called upon to do so. **It is our policy that in the event that you are invited to interview, we will contact your named academic referees.** (Please ignore the question in our online application about permission to contact referees as it is not applicable to this post)
- b) An Employer's Reference: Name and contact details of **one** referee from your current employer (Head of Department or Human Resources Department). **This Referee will only be contacted in the event that you are offered the position.** The employment reference can be supplied by one of your named academic referees, if appropriate, but does not have to be.

The closing date for receipt of applications is 12.00 midnight on 12 February 2012. The University reserves the right to search for other candidates after the closing date, or at any subsequent stage in the process.

Presentations and Interviews for the post will be held on 19/20 March 2012. The panel's decision

will be communicated as soon as possible after the interview, but in some cases there may be a delay whilst deliberations are ongoing.

Should you have any queries regarding your application, please do not hesitate to contact HR Services (tel: +44 (0)1904 324835).

8. Relocation

We provide a financial contribution to the costs new employees incur when they have to relocate their place of residence, nationally or internationally, in order to take up an appointment of at least 2-years duration with the University of York.

Relocation expenses will be reimbursed up to ten per cent of the appointee's gross starting salary, up to a maximum of £8,000. In exceptional circumstances, the allowance may be varied with the approval of the Director of Human Resources or the Vice-Chancellor.

The financial contribution only applies to actual and reasonable expenses and benefits as defined by HMRC, including costs relating to the disposal of an existing home and the acquisition of a new home, costs of moving household furniture and effects, costs of replacing domestic goods, and travel and subsistence costs. Where applicable, reimbursements of any costs relating to the removal of office or laboratory equipment, or other work-related items, to the University of York, are at the discretion of the recruiting department. Individuals moving from overseas can also claim for a one way economy class or equivalent airfare for the employee and his/her immediate accompanying family.

Any claim should normally be made within twelve months of taking up the appointment. Should the appointee voluntarily leave the University within 24 months of commencing employment with the University, they will be required to repay a proportion of the reimbursed expenses.

The University also offers a welcome service to assist with the practical aspects of relocation. Each new appointee is allocated a welcomer who works on an individual basis, providing advice and guidance on matters such as housing and schools.

For more information on the scope of financial relocation assistance see:

<http://www.york.ac.uk/admin/hr/resources/policy/relocation.htm>