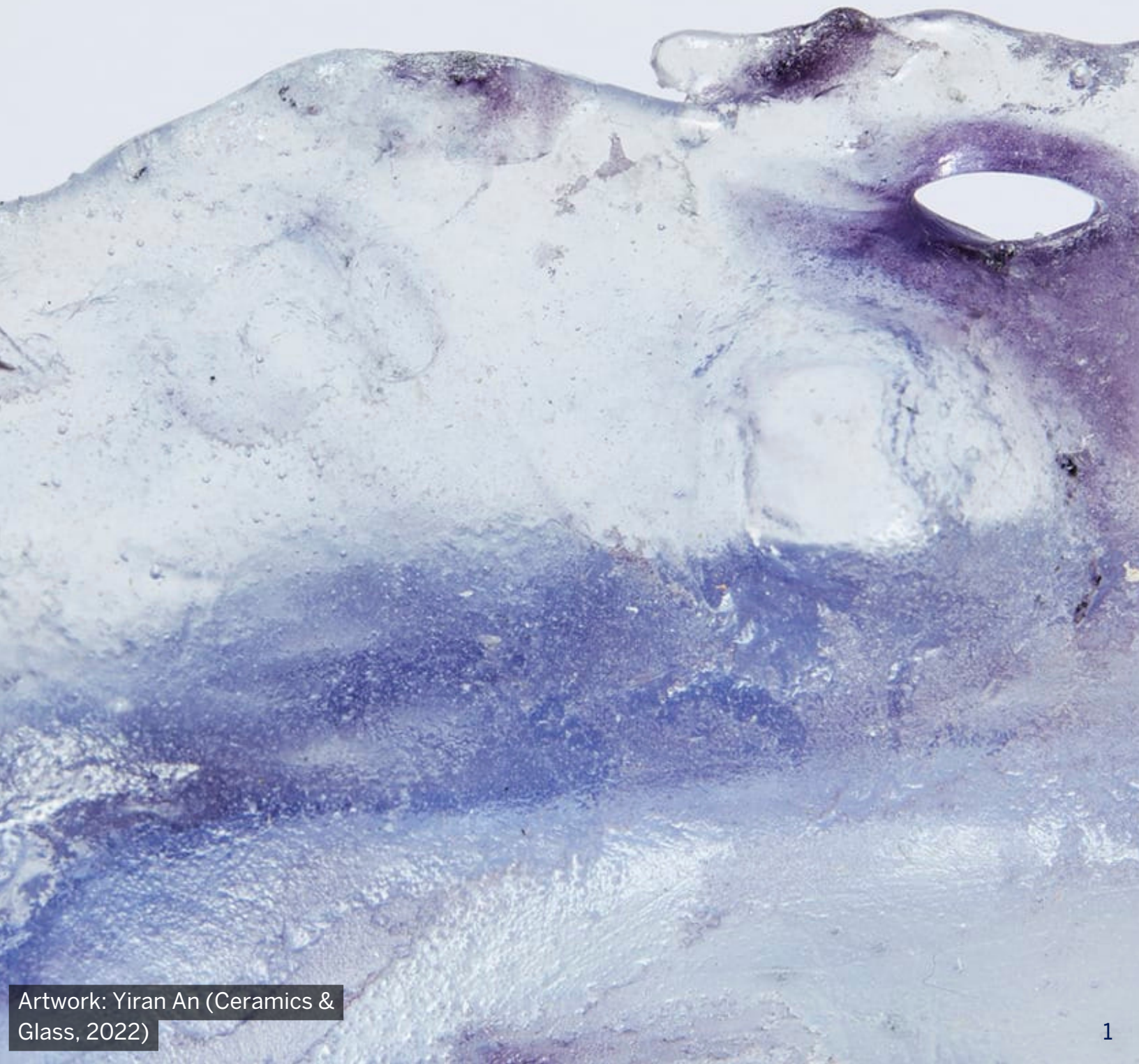


# RCA

# Industry Project Research March 2024



Artwork: Yiran An (Ceramics & Glass, 2022)

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Photo: Richard Haughton

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# WELCOME TO THE RCA



Photo: Iwan Baan

Founded in 1837, the Royal College of Art is the world's largest community of postgraduate art and design students. It is also the oldest art and design university-level institution in continuous operation and has been ranked as the world's number one art and design university for a remarkable nine consecutive years, according to the QS World University Rankings by Subject 2023 – the worldwide survey of academic and industry opinion.

The RCA is research-led and recognised in the UK-wide REF (Research Excellence Framework) as the UK's most research-intensive institution – with an increased proportion of the College's outputs classed as 'internationally excellent' and 'world-leading' in the most recent REF assessment of 2021.

Studying at the RCA is the starting point for the world's creative leaders. With more than 25,000 RCA alumni across the globe, the RCA's graduates form a unique international network of artists, designers, creators, and innovators. Every year, RCA alumni are recognised as leaders in their discipline, making national and international headlines for their work, which shapes the world we live in. Its graduate start-up incubator, InnovationRCA, is one of the most successful in the country with a high proportion of female start-up founders and a high 'survival' percentage after five years of trading.

More than 2,800 students are spread across four schools and research and academic departments, studying at Graduate Diploma, MA, MFA, MDes, MArch, MEd, MRes, MPhil and PhD levels. The College's mix of professionalism and creative freedom, together with its renowned academic community and rigorous academic framework provides the ecosystem in which students flourish and achieve their highest potential.



Photo: Richard Haughton

In addition, the RCA has a number of established and planned research centres: the Helen Hamlyn Centre for Design; the Material Science Research Centre (which includes the Materials Futures Research Group and the Textiles Circularity Centre); the Intelligent Mobility Design Centre, Computer Science Research Centre, and a future centre in Drawing. The RCA is also home to one of the UK's most successful university incubators, InnovationRCA.

The RCA espouses a hybrid approach, supporting 'traditional' making and technical skills in fine and applied art and design alongside the foundational sciences, engineering and technology which underpin designers' ability to solve today's global challenges. The RCA champions the value of interdisciplinary learning and was the first art and design university in the world to implement a STEAM (Science, Technology, Engineering, Art and Design and Mathematics) academic vision, with investment in new faculty posts in Materials Science; Computer Science and Robotics alongside art and design disciplines. By applying creative insights to evidence-based science, its staff, students, researchers, and start-ups are addressing major global challenges such as rapid urbanisation and transport; loss of biodiversity; ageing populations; unsustainable consumption and production; and the rise of AI.

### Our Strategy

The RCA's strategic vision is to increase its influence on the world stage of globally ranked universities, punching significantly above its weight, and attracting, supporting and convening the world's most talented faculty, students, artists, designers and creative leaders. For more information on The RCA's Strategic Plan 2022–27, please click on this link: [Strategic Plan 2022–27](#).

# Our People



Photo: Richard Haughton

The RCA's Chancellor is Sir Jony Ive, and the Pro-Chancellor and Chair of Council is Sir Peter Bazalgette (please see link to Council independent members' biographies). The RCA's President and Vice-Chancellor – the CEO of the institution – is Dr Paul Thompson, who joined the College in 2009, but will be leaving in May 2024. The incoming President and Vice-Chancellor is Professor Christoph Lindner, who will be joining the RCA in April 2024.

The RCA's academic faculty bring world-leading expertise and industry knowledge to the practice-based model of teaching. There is a core academic and research workforce of 196 FTE, supported by around 215 Associate Lecturers and a wide range of Guest Lecturers who bring 'live' industry experience into the taught curriculum – for example, Amin Taha of GrantOn design, whose work was twice shortlisted for the RIBA Stirling Prize, in 2017 and 2021, teaches in the School of Architecture; and Yao Yingjia, who is Vice President and Chief Designer at Lenovo teaches in the School of Design.

The RCA combines contemporary and industry-focused teaching perspectives. It also employs a team of 95 highly skilled technicians, many of whom themselves have postgraduate qualifications in their fields of specialism, which range from rapid prototyping and subtractive manufacturing to film and sound engineering, and from digital modelling to metal fabrication and jewellery making.

# Our Values



Photo: Shaun James

The RCA community operates in line with four agreed values:

## Curiosity

We have a tenacious commitment to innovation and openness to change. We positively interrogate ideas, assumptions and plans and welcome the honest scrutiny that is alive in a learning community.

## Inclusion

We celebrate diversity and embrace difference as a source of strength. We strive for an inclusive RCA community, removing barriers and challenging exclusionary and discriminatory practices.

## Collaboration

We value what happens together and we help and support each other to achieve our collective goals. We work in partnership with our students, staff, alumni, institutions and communities across the globe to make a lasting difference.

## Integrity

We are always willing to listen, we offer constructive feedback and we promote accountability, building relationships of mutual trust and respect. We are resilient in the face of challenges, pursuing outcomes with individual, cultural, societal and economic impact.

# The School of Communication



Photo: Richard Haughton

The School of Communication is a collective community, which aims to co-create inclusive, intercultural communication and experiences. The school offers students and researchers the opportunity to develop their practices and careers as artists, communicators, curators, designers, and writers. All are encouraged to focus in depth on the particularities of their own work while also being exposed to critically diverse positions across the school and to wider contexts and issues beyond, both across the College and in relation to challenges of societal, environmental, economic, and cultural importance. Through exchanging dialogues, histories, and narratives, we create a space to encourage participation, learning and empowerment.

The school's ethos embraces socially engaged, interdisciplinarity and transformational practices with our students on programmes in Animation, Digital Direction, Information Experience Design, Visual Communication, and students at MFA/MRes and MPhil/PhD level. Our engagement with industry and communities and our research and knowledge exchange focuses on critical, creative, and collaborative communication practices.

The school has a distinctive research and knowledge exchange culture, based upon a dynamic interplay between communication practice and theory, encompassing a broad range of subjects and approaches, from highly individuated scholarly and creative enquiry to projects concerning public policy and social justice, to speculative practice-focused enquiry. We explore social, political, environmental, and philosophical implications of VR, AR, AI and quantum technologies in storytelling, experimental communication systems and interfaces. We conceptualise, craft and curate in many mediums including spatio-temporal experiences and soundscapes.

# The School of Communication



Photo: Richard Haughton

Our goal is to support our research and knowledge exchange in addressing key strategic opportunities and challenges, linking effectively with national and international themes, and securing an increasing level of funding required to undertake research and knowledge exchange that is world-leading and internationally excellent.

The school supports focused research and knowledge exchange projects within an environment that is ambitious in generating new practices and insights. We thrive on interaction across the expanded communication field, through school-wide lectures, workshops, and community engagement events. We also seek opportunities for communication to undertake interdisciplinary research and knowledge exchange with the Schools of Arts and Humanities, Architecture, and Design, and with the RCA's research centres and external partners.



# Industry Project Researcher



Photo: Richard Haughton

Purpose of the post:

Activities: To support the Principle Investigator (Camille Baker) with the 30 month EI funded project to explore Valorising Artist-Led Innovation Through Citizen Engagement (VOICE). Mixed methods approach: build evidence through engagement activities and evaluate outcomes.

VOICE proposes a distinct approach framed as 'artist-driven' interventions to enable multi-stakeholder communities to engage in dialogue but also collaborate for co-designed green and digital solutions to remedy regional or local challenges related to environmental and ecological sustainability and leading to a more resilient ecosystem. Formulated as Art-Technology-Society Interactions (ATSI), these initiatives will form the backbone of artist-led interventions as platforms for dialogue, knowledge exchange and transfer among the key players/stakeholders in the VOICE ecosystem.

# Industry Project Researcher



Photo: Richard Haughton

Concern-driven technology design and critical making, strengthen communities' uptake and diffusion of innovations while instigating a wider impact towards positive change in social, economic and environmental orders. Civic involvement through dialogue and participatory design are at the same time considered as building blocks of the emerging trend for responsible innovation. To that end, VOICE focuses on engaging communities in understanding complex issues in matters related to environmental and ecological sustainability and co-design solutions through artist-led interventions. As a result, the VOICE project aims at capacity building, dialogue, knowledge valorisation and transfer practices in relation to three interconnected Sustainable Development Goals (SDG) topics, i.e., SDG11, SGD 12, and SDG 17 (<https://sdgs.un.org/goals>)

The Industry Project Researcher will be expected to work closely with the consortium partners INOVA+ - INNOVATION SERVICES, SA (INOVA+), STICHTING WAAG SOCIETY (WAAG), UNIVERSITY COLLEGE DUBLIN (UCD) FUTURE FOCUS21C EDU (FF2C), EURICE EUROPEAN RESEARCH AND PROJECT OFFICE GMBH (EURICE), RESEARCH AND INNOVATION SERVICES DOO ZA USLUGE (RISE), and BRUNEL UNIVERSITY LONDON (BUL),

# Industry Project Researcher



Photo: Richard Haughton

## Main Duties and Responsibilities:

To work closely with the Principle Investigator for the VOICE project, undertaking high-quality and rigorous collaborative research activities which lead to robust research outputs.

### Project Development & Management

- To coordinate and deliver project activities for the VOICE project, developing a day-to-day plan for project activity within the framework of the agreed programme, coordinating with the PI, Consortium Partners and other external organisations and partners in ensuring successful delivery of project outcomes and deliverables. to ensure alignment with overall goals and avoid project conflict or duplication of effort.
- To undertake research and/or design on behalf of projects: this may include preparing, setting up, and conducting field work or user research, running workshops, stakeholder analysis, user journey mapping or other activities as appropriate to the project methods.
- Design, organisation and delivery of artist mentoring framework and activities across Europe, as required of primary work packages for the RCA alongside PI, including:
  - o Developing artist briefs for participating artists/methods and selection criteria for participating artists/methods and induction;
  - o Build the VOICE repository (of Key Methods);
  - o Developing and delivering of mentoring monitoring programme for artists;
  - o Invitations and matchmaking ATSI pilot schemes
  - o Providing Mentoring for Artists.
- Provide clear guidance on how to reference past and on-going activities produced by the RCA on all VOICE material for reporting and other dissemination activities throughout the duration of the project.

# Industry Project Researcher



Photo: Richard Haughton

## Main Duties and Responsibilities:

- Support a team research culture that reflects best practice in research conduct. including in issues and processes concerning research ethics, research integrity and research data, compliance with relevant funding body processes and reporting requirements, and RCA guidelines concerning the use and procurement of IT equipment and other equipment and facilities; to liaise with the RCA's Research and KE Office staff, Information, Learning and Technical Services staff and others to achieve this, and to undertake relevant training and development opportunities.
- To record and document the outcomes of the project, providing specific outputs as agreed with the project partner. These may include providing design exemplars, reports, presentations, or academic outputs.
- To coordinate (with the project lead/team) the management of the project, ensuring execution of the proposed project, efficient management of resources, and effective delivery of project outcomes and impacts.
- To support, where appropriate, the activities and tasks of other partners and their work packages, contributing to working relationships to maintain productive partnerships.

## Communication and Dissemination

- To coordinate and communicate and/or disseminate the project outputs alongside the PI, as agreed with the project partner, tailoring the content to different audiences. These could include written, verbal, visual or other agreed output modes.
- To present information on project progress and outcomes to internal colleagues and external parties as agreed with the project lead. This may include at School events or partner meetings.
- To support and participate in project team meetings and activities, events and workshops, contributing ideas for development, delivery and promotion of projects.
- Work closely alongside the Consortium Partners, maintaining high quality communications with project partners and internal and external stakeholders, in a professional manner, developing relationships for future collaboration.
- Liaise with other departments within the college as required by the project.
- Assist in the development and maintenance of the content of the project network, contacts and materials, as relevant to the work package, alongside other project partners;

# Industry Project Researcher



Photo: Richard Haughton

## Main Duties and Responsibilities:

- Report on all aspects of work undertaken, verbally and in writing, as required by the project and the Principle Investigator.
- Prepare the final project report communicating findings of the research to all project partners and in consultation with the Principle investigator.
- Ensure that project outputs are properly documented and disseminated to key audiences, via reports, papers, exhibits, publications, the website etc.
- Ensure confidentiality on all matters and information obtained during the course of employment.
- Ensure all aspects of the work undertaken are compliant with health and safety rules.

## Developmental Activities

- To use and develop local research techniques and methods and contribute ideas from the project into the School's portfolio of methods and projects.
- To support the delivery of Executive Education courses and workshops as appropriate.
- Where appropriate, to prepare and submit project proposals in collaboration with team members: analysing partner needs, identifying project delivery methods, writing/editing proposal text, and identifying project resource requirements.

# Person Specification

Essential characteristics of the postholder:

- A good first degree (2:1UK equivalent or above) in Art and Design, Curation, Heritage and Museum, Cultural Engagement or Arts and Humanities, Sustainable Design or a related field.
- MA or MRes in Art and Design, Curation, Heritage and Museum, Cultural Engagement or Arts and Humanities or a related field.
- Demonstrable skills and relevant subject knowledge and experience in Curation, Arts Mentoring, Museum and Gallery Public Engagement, Cultural & Community Engagement, Artistic Interventionism, Cultural Placemaking, Community Organising or Artistic Research.
  - Evidenced experience of coordinating and delivering design projects, either within an academic or commercial/industrial setting.
  - Evidence of producing high-quality design outputs.
  - Evidenced experience of contributing to and reporting on projects.
- Strong communication skills in writing and verbally, including networking, facilitation and mentoring skills.
- Ability to be an effective and collaborative member of a broader team working constructively with senior staff and supporting the work of less experienced staff or students involved in projects.
- Flexibility and confidence to tackle a wide range of tasks, with an open, pro-active, creative and problem-solving approach.
- Excellent writing, communication and presentation skills, able to adopt an appropriate style for a range of specialist and non-specialist audiences.
- Strong interpersonal and team-working skills (with the potential to develop mentoring skills).

Desirable experience and skills:

- Experience of working on collaborative projects, preferably involving HE/industry collaborations in a relevant field.

Desirable

- Experience of working on collaborative projects, preferably involving HE/industry collaborations in a relevant field.
- Understanding of research projects and Higher Education Design projects.
- Demonstrable understanding of good practice in research conduct (including in research ethics, research integrity and handling research data).



Photo: Richard Haughton

# Pay & Benefits

## Additional Information:

- Salary working 1FTE, Grade 7: £42,205-£45,732 per annum inclusive of London Allowance, pro-rata for part-time staff
- 25 days annual leave plus extended breaks at Christmas and Easter pro-rata for part-time staff
- A contributory defined benefit pension scheme and interest-free season ticket loan are available
- Location: White City
- Role: Industry Project Researcher
- Department: School of Communication
- Fixed term: fixed term until 30/5/26
- Grade: 7
- Hours: 21 per week, 0.6 FTE
- Responsible to: PI / RCA VOICE project, Professor Camille Baker



Photo: Philip Vale

## Pension

The Royal College of Art is a member of the Superannuation Arrangements of the University of London (SAUL) which is a contributory defined benefit pension scheme. The college will contribute a sum equal to 16% of your salary while you pay 6%.

## Holiday

30 days paid leave a year plus bank and public holidays normally observed in England and Wales. In addition, the college is normally closed for six days a year, one day on either side of Easter and the remainder between Christmas and New Year. Part-time staff will be entitled to the pro rata equivalent.

## Season ticket loans

Interest-free loans are available for staff to purchase annual season tickets.

## Enhanced maternity and adoption pay

Qualifying employees are entitled to enhanced maternity/adoption pay: 26 weeks' full pay, 13 weeks Statutory Maternity/Adoption Pay. This compares to the statutory provision of 90% of average pay for 6 weeks followed by Statutory Maternity/Adoption Pay for 33 weeks.

## Enhanced shared parental pay

Qualifying employees are entitled to enhanced shared parental pay: up to 24 weeks' paid at the full rate of the employee's normal pay (only in the first 26 weeks following the start of maternity/adoption leave), followed by 13 weeks Statutory Shared Parental Pay. This compares to the statutory provision of up to 37 weeks paid at the statutory rate or 90% of average weekly earnings, whichever is lower.

## Enhanced paternity pay

Qualifying employees are entitled to two weeks' paternity leave entitlement at full pay. This compares to the statutory provision of two weeks' pay at the statutory rate.

## Enhanced sick pay

Occupational sick pay after six months' service is three months full pay/three months half pay.

## 24/7 confidential support

Staff and family members in their household have access to a free, external confidential support service for work, financial, legal, family and personal problems 24 hours a day, 365 days a year.

## Occupational health

Occupational Health support for the College is provided by Imperial College's occupational health service at their South Kensington Campus.



### Life Cover

Active members of the SAUL pension scheme automatically receive life cover. A lump sum of four times your salary together with a refund of your contributions and a 2/3 pension for your dependent/spouse is payable should you die whilst in employment.

### Library

All staff are welcome to join the college library.

### Events

All staff are welcome to attend exhibitions, lectures and private views held by academic schools and programmes.