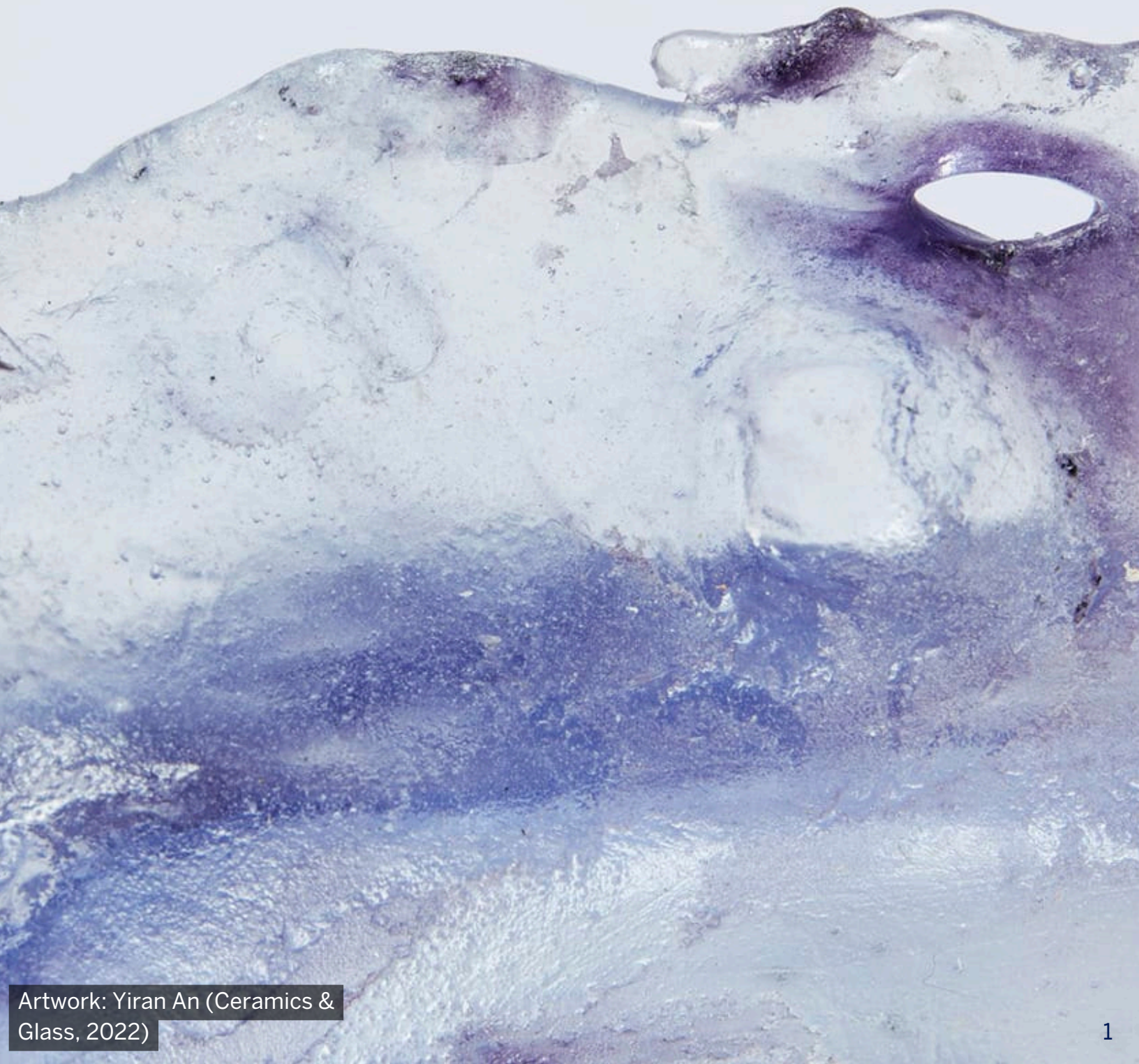


RCA

Research Associate

April 2024



Artwork: Yiran An (Ceramics & Glass, 2022)

CONTENTS



Photo: Richard Haughton

3	<u>About RCA</u>
4	<u>Our Strategy</u>
5	<u>Our People</u>
6	<u>Our Values</u>
7	<u>About the Role</u>
11	<u>Person Specification</u>
12	<u>Pay and Benefits</u>

WELCOME TO THE RCA

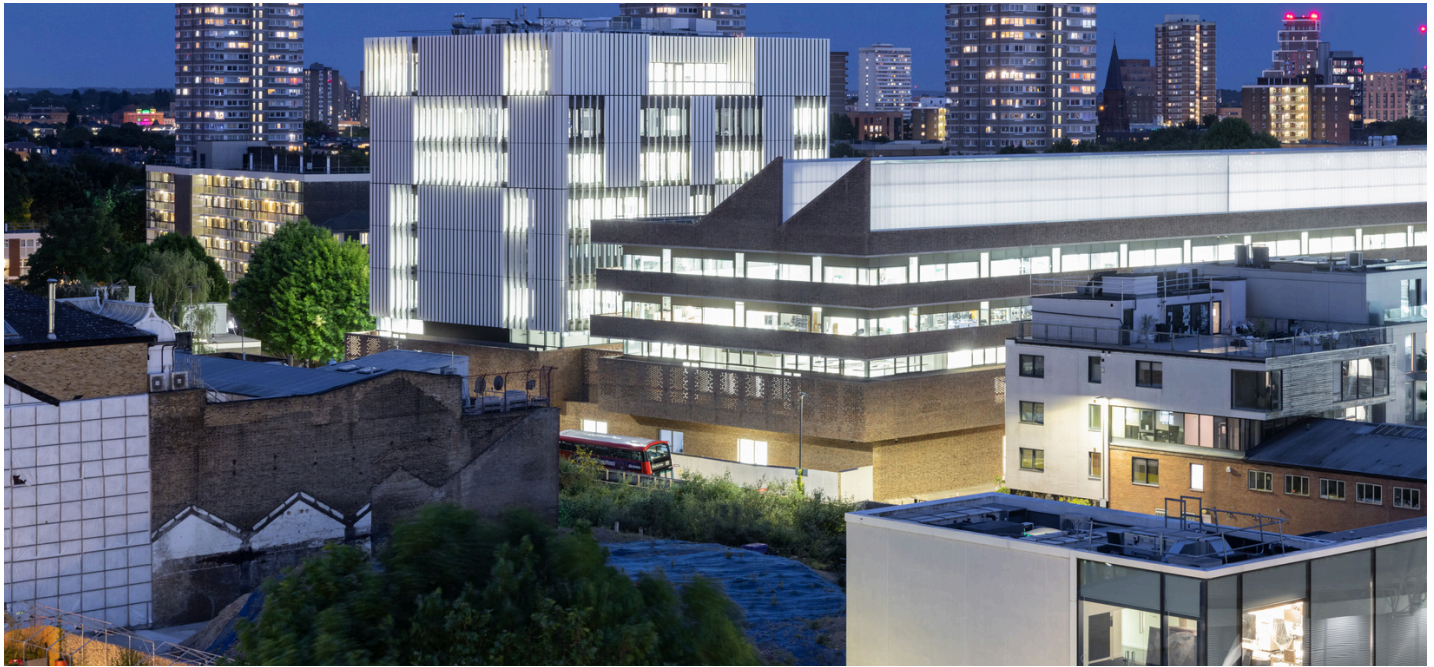


Photo: Iwan Baan

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 in continuous operation and has been ranked as the world's number one art and design university for a remarkable ten consecutive years, according to the QS World University Rankings by Subject 2024 – 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 joined 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.

Intelligent Mobility Design Centre (IMDC)



Photo: Richard Haughton

About Intelligent Mobility Design Centre (IMDC)

The IMDC is an interdisciplinary centre exploring, experimenting, prototyping and evaluating new mobility and automotive transitions via the synthesis of design and research methods. It integrates design and technology with insights into people and the social, environmental and economic context to enable a 360 view on the design of future mobility.

The IMDC is organised into three distinct yet complementary Studios enabling a multifaceted perspective on mobility design:

- The Automotive Transitions Studio is focussed on vehicle design and explores the paradigm shifts of the car industry, its transition to sustainability.
- The Humanising Technology Studio explores how mobility experiences and services may be transformed by the impact of emerging technologies.
- The People & Places Studio explores the relationships between society, place-making and our transport systems.

The IMDC collaborates with business, academic, government and voluntary sector partners and exchanges knowledge via education, events, publications and industrial collaboration and strategic partnerships. Uniquely, the Centre incorporates the Intelligent Mobility MA programme bringing together researchers and students to cultivate excellent research and design outputs. Via the MA programme, it is pioneering new teaching in a subject area traditionally focused on design skills rather than research focused.

Intelligent Mobility Design Centre (IMDC)



Photo: Richard Haughton

About the project

Creative Sustainability

This project will explore how the automotive industry can be transformed by sustainable design and evolve new solutions and strategies leading to holistic, system level transitions towards zero emissions. Specifically, how can we capitalise on the designer's mindset to facilitate creative and radical approaches, interdisciplinary practice and adopt a more experimental and inquisitive way of working.

Sustainable design is a complex field with various sub-ideologies and approaches. The objective of the project is to develop circular automotive design solutions that consider environmental, economic, socio-ethic as well as subjective aspects of sustainability (quadruple bottom line).

The project will be developed in four stages: discover, define, develop and deliver. The stages will encompass research into the state of the art of automotive sustainability involving desktop research, expert interviews, workshops, design experimentation and development, and delivery of automotive design concepts.

Research Associate



Photo: Richard Haughton

Purpose of the Role

Main duties and responsibilities:

- To work closely with the Principal Investigator and Co Investigator undertaking high-quality and rigorous collaborative research activities leading to robust research and design outputs.
- To prepare project reports and presentations communicating findings of the research to all project partners and the Funder in consultation with the Principal investigator.
- To support and be actively involved in project meetings.
- To support a team research culture that reflects best practice in research conduct, including ethics, research integrity and research data ensuring compliance with relevant funding body processes and reporting requirements, and RCA guidelines. This includes the use and procurement of IT equipment and other equipment and facilities and to liaise with the RCA's Research and KE Office staff, Information, Learning and Technical Services staff and others to achieve this
- To undertake relevant training and development opportunities.
- To ensure that project outputs are properly documented and disseminated to key audiences, via reports, papers, exhibits, publications, the website etc.
- To report on all aspects of work undertaken, verbally and in writing, as required by the project.
- To ensure confidentiality on all matters and information obtained during the course of employment.
- To ensure all aspects of the work undertaken are compliant with health and safety rules.
- To respect the confidentiality of data stored electronically and by other means in line with the Data Protection Act.

Research Associate



Photo: Richard Haughton

In particular, the Research Associate will carry out the following research activities

- Conduct a 'State of the Art' on sustainable design approaches and solutions in automotive design using desktop research, surveys, and expert interviews to identify key challenges and opportunities.
- Identify core concepts and ideological models, and provide an overview of feasible potential directions and approaches for production within a 10-year timeline.
- Support and produce workshops to investigate, collaborate and define project directions.
- Develop innovate automotive design concepts from the findings and directions from earlier stages
- Deliver high quality automotive design outputs including the digital / physical models, and presentations for exhibitions.

Person Specification

Essential experience and skills:

- Masters degree level qualification in vehicle design, intelligent mobility design, automotive engineering or equivalent.
- Evidenced experience of delivering design projects, either within an academic, commercial or industrial setting.
- Evidence of producing high-quality design outputs.
- Evidenced experience of contributing to and reporting on projects.
- Good writing, communication and presentation skills, with the ability to adopt an appropriate style for a range of specialist and non-specialist audience
- Demonstrable ability to be a collaborative member of a team, working constructively with senior staff and supporting the work of colleagues or students involved in projects.
- Flexibility and confidence to tackle a wide range of tasks, with an open, proactive, creative and problem-solving approach.
- Strong interpersonal skills.
- Commitment to the aims of the project and interest in design research and sustainability

Desirable experience and skills:

- Experience of working on collaborative projects, preferably involving academia and industry collaborations in a relevant field.
- Experience of inclusive design methods and techniques, including an understanding of or work with user groups and participants



Photo: Richard Haughton

Pay & Benefits

Additional Information:

- Salary working 1FTE, Grade 6: £36,332-£41,099 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
- This is a fixed term role, lasting for 6 months TBC with candidate starting in, or around, June 2024

Post: Research Associate

Department: Research & Innovation

Grade: 6

Fixed Term Role: 6 months

FTE: Full-Time

Start Date: June 2024 TBC with candidate

Fixed-term Until: 6 months from start date

Responsible to: Cyriel Diels, Research Centre Deputy Director



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.