Appointment of Pro Vice-Chancellor, Education and Student Success

Royal College of Art
Postgraduate Art & Design

Perrett Laver
AMERICAS ASIA PACIFIC EMEA

Contents

Welcome from the President and Vice-Chancellor

Dear Applicant,

Thank you for your interest in the role of Pro Vice-Chancellor, Education and Student Success at the Royal College of Art.

The Royal College of Art was founded in 1837 as the world's first publicly funded Government School of Design. Today, we are the world's largest community of postgraduate art and design students. We are also the world's most influential postgraduate art and design school, ranked first in the world for eleven consecutive years by QS Rankings. The most talented students come to us to push the boundaries of their fields and learn from leading faculty.

We are pursuing an ambitious strategic vision for 2030. Our focus is on generating new knowledge and insights from research; enhancing our teaching excellence, which will be continuously informed by new research knowledge; and translating knowledge, skills and insights to bring about economic, societal and cultural benefit through UK and international partnerships.

At the RCA, we are committed to delivering world-class education and an exceptional student experience. This role provides an exciting opportunity to shape and lead our educational vision, ensuring that we continue to push the boundaries of creative education, foster innovation and interdisciplinary collaboration, and champion student success and wellbeing.

As Pro Vice-Chancellor, Education and Student Success, you will provide strategic leadership across the entire student journey, chairing College-wide education committees and overseeing key areas such as Registry, Student Experience, Academic Skills, Library Services, and Technical Services.

You will play a pivotal role in ensuring that RCA students receive outstanding educational experiences, academic support, world-class resources, and a dynamic, inclusive, and enriching environment where they can thrive.

We are looking for a visionary leader who is passionate about advancing higher education and student success. The successful candidate will be committed to enhancing student learning, wellbeing, and inclusion, while also driving strategic innovation in teaching and learning and advancing the College's distinctive educational environment.
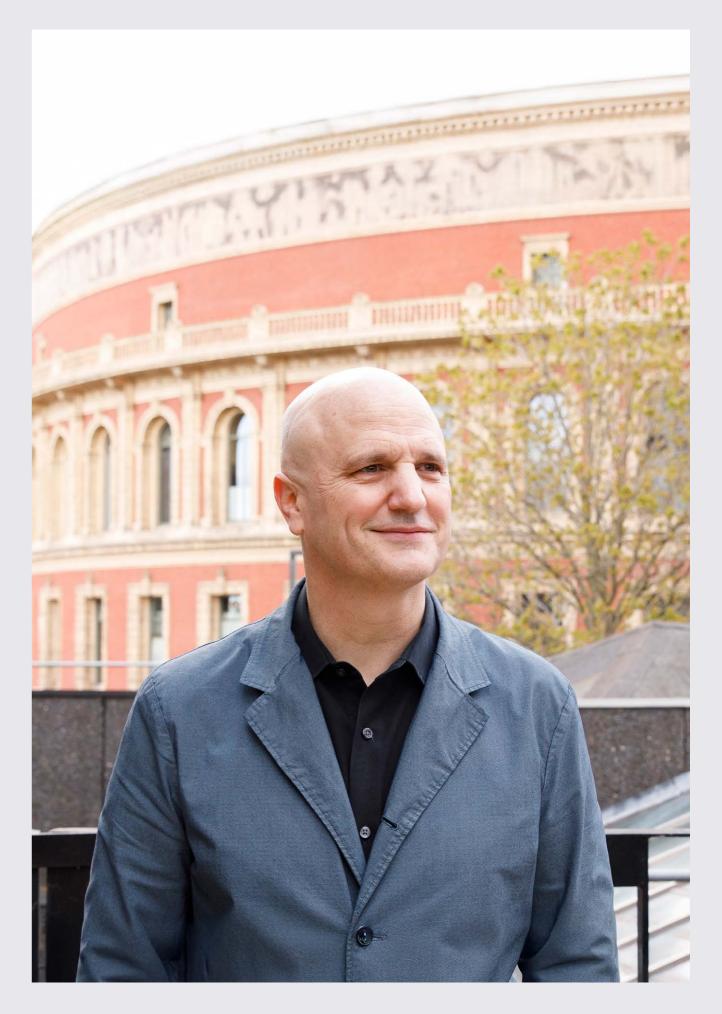
The Royal College of Art is a welcoming, dynamic, and global art and design university based in one of the most exciting capital cities in the world. We are committed to creating an environment of mutual respect, where differences are valued and respected, and where innovation, creativity, and diversity can flourish.

This is a unique opportunity to shape the future of art and design education and join one of the world's leading institutions in creative education. As part of the RCA Executive Board, you will influence the College's academic strategy at the highest level and contribute to shaping its global impact. If you are passionate about transforming the student experience and fostering excellence in education, we encourage you to apply for this pivotal role.

We hope you share our excitement about the role, and we look forward to receiving your application.

Professor Christoph Lindner
President and Vice-Chancellor

About the RCA

The RCA is research-led and recognised in the UK-wide REF (Research Excellence Framework) as a world-leading 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.

Studying at the RCA is the starting point for the world's creative leaders. With more than 30,000 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, and has a global reach, having delivered consulting and training across the world, including in South Korea, the Middle East and Japan.
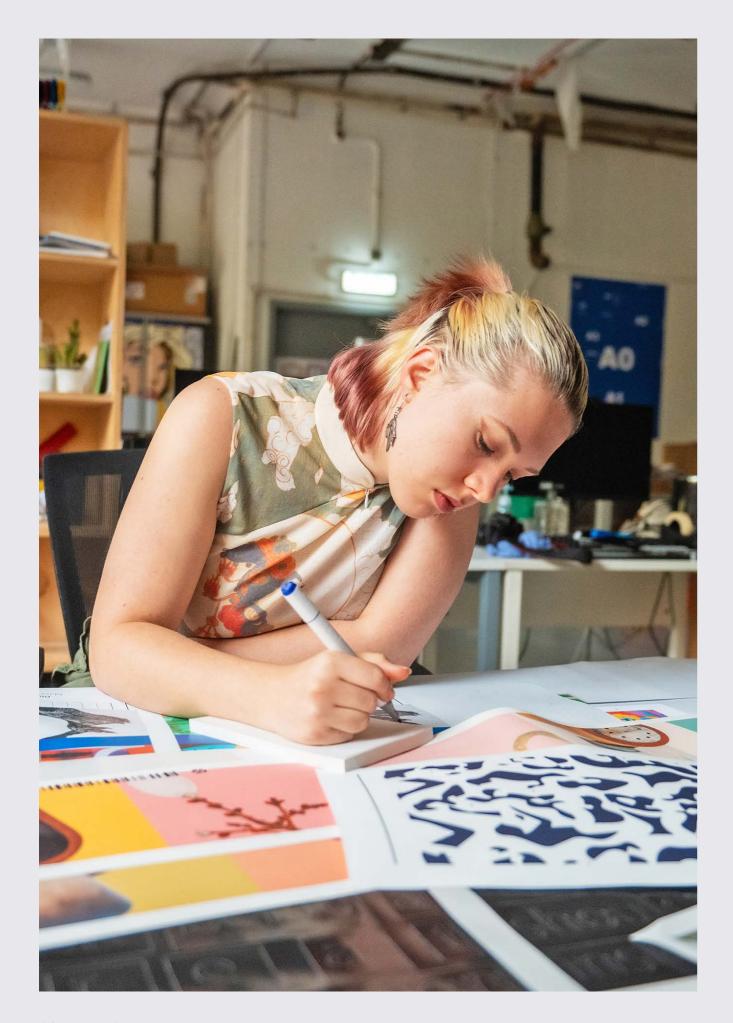

Over 2,600 students are spread across four schools – Architecture, Arts & Humanities, Communication and Design – studying at Graduate Diploma, MA, MPhil, MRes and PhD level. The College also offers a suite of MFA, MDes, MArch, MRes and MEd programmes. The College's mix of professionalism and creative freedom, together with its renowned academic community and rigorous academic framework, provides the ecosystem in which students flourish and achieve their highest potential.

The RCA combines support for, and training in, the 'traditional' craft and professional skills of art and design, with the belief that art, design, science and technology all play a part in solving today's global challenges. The RCA champions the value of interdisciplinary learning and was one of the first art and design universities 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, RCA 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.

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.

Our Academic Approach

The RCA's academic approach is based on active problem-solving and learning-by-doing, with current 'real world' practices of our disciplines fully integrated into our teaching delivery and student learning. We understand that creativity has a vital role to play in solving global problems and shaping a better future, which enables RCA's students to acquire skills, test knowledge, and work on projects and challenges in exactly the same way in their studies as they will in their future careers.

All of the RCA's teaching is based on a research-driven approach and it is the only art and design university 100 per cent focused on postgraduate level delivery. All faculty, including senior academic management, are actively engaged in their relevant industries and professional practice beyond academia, and we're the only specialist art and design university where all of our permanent academic staff are also research active and included in the RCA's submissions to the UK Research Excellence Framework.

The RCA model consciously uses both the high research active levels of faculty, and the absence of undergraduate provision, to provide concentration and focus, in order to use research to creatively 'disrupt' the learning experience. This provides skills, tools and techniques; translates new knowledge into rapid content in the curriculum; generates problem identification, and real-world projects; and embeds desired research methods, critical enquiry, and professional skills that carry students throughout their RCA career and into professional life.
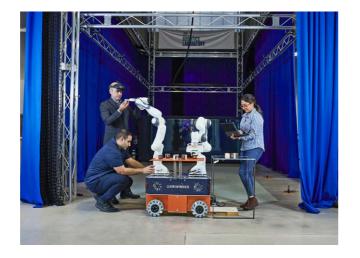
A key part of the RCA postgraduate taught approach is to ensure that students will have access to either individual or group studio space, to support 'learning by doing', practical experimentation and prototyping which reflect the professional industries and creative careers for which they are preparing.

This open learning environment fosters peer-to-peer learning and allows students the opportunity to pin work on studio walls; store models and materials; ponder, reflect, return and refine; share with colleagues; and be asked to explain or articulate their propositions and ideas.

Our Research

The Royal College of Art excels in world-leading art and design research with real-world impact. Its research is characterised by its roots in creative and innovative practice, by engagement with partners in business, industry, government, and communities as well as across the creative and cultural sectors. Its focus is collaboration across disciplines, particularly in science, engineering, technology and medicine, and on addressing today's global challenges, from climate change and the circular economy, clean growth, and the future of mobility to a healthy ageing society and the future of human interactions with AI and robotics.

Research takes place across the College's four School - Architecture, Arts & Humanities, Communication, and Design - and especially in our interdisciplinary, industry-facing Research Centres - the Helen Hamlyn Centre for Design, the Intelligent Mobility Design Centre, the Materials Science Research Centre, and the Computer Science Research Centre and Robotics Lab. The RCA works with partners from around the world, with support from national and international research funders and from industry investors, to establish new collaborative research partnerships with human-centred, design-led approaches at their heart.

Major UKRI investment in recent years includes funding for the RCA Design Age Institute, the Textiles Circularity Centre, and projects in citizen science for ecological citizens, and robotics for working in extreme conditions. Past research has delivered a new design for the NHS emergency ambulance, NHS clinical trials of a new digital platform designed to support people with paranoia, and an inclusive redesign of the River Foyle area in Northern Ireland which attracted £25m of infrastructural investment.

RCA research into open design and public participation changed public understanding of nature and biodiversity and led to curriculum changes in schools and new biodiversity learning strategies in major public organisations including the Natural History Museum. Over 2 million viewers were engaged through BBC SpringWatch, and conservation organisations including the UK Wildlife Trusts and The Durrell Trust engaged new audiences, creating new conservation opportunities and fostering new community activities.

The RCA maintained its reputation for high-quality research in the most recent UK Research Excellence Framework exercise (REF2021), submitting 100 per cent of eligible staff and increasing the proportion of outputs graded world-leading, while doubling its research power (volume of research multiplied by quality) compared to REF2014.

RCA research continues to generate demonstrable benefits and impact for businesses and communities internationally, through projects ranging from long-term collaborative research (e.g. our Intelligent Mobility Design Centre with Hyundai-Kia) to short-term consultancy and design sprint projects with partners ranging from the NHS to global fashion brands and local community groups. Our Snap Visualisation Lab offers a multimodal immersive and interactive virtual space for displaying complex constructed environments and real-world simulations, with motion capture technology allowing for real-time interactions, as part of our Knowledge Exchange offer to business partners.

The RCA model consciously embeds research and professional practice into teaching, drawing on the expertise of our research-active faculty, many of whom are also creative practitioners, and taking advantage of our postgraduate-only environment to provide creative and innovative skills, tools and techniques; translate new knowledge into rapid content in the curriculum; generate real-world projects; and embed desired research methods, critical enquiry, and professional skills that carry students throughout their RCA career and into professional life.

As part of its Royal Charter commitment to working with industry, the RCA provides students with a range of studio projects set by leading companies, charities and NGOs in a range of industries, including the automotive, advertising, service and banking sectors, as well as not-for-profit and organisations dedicated to improving both human lives and the planet. In recent years, RCA students have worked on live projects with the likes of OPPO, Outernet London, Telefonica, McKinsey, JP Morgan, Burberry, CERN, Logitech, Extreme E and British Airways. They have also taken part in cross-curricular 'Grand Challenges' tackling major global topics such as environmental sustainability. The RCA's research centres are all strongly industry-facing.

Our People

Our academic and technical staff

The RCA's academic faculty bring world-leading expertise and industry knowledge to the tutorial-based model of teaching. All faculty, even at senior management level, are research-active and 100 per cent are included in the Research Excellence Framework (REF) submission.

The RCA has a total academic and research workforce of 400 people, which includes Associate Lecturers and Guest Lecturers who bring live industry experience into the taught curriculum – for example, Cathy Hawley in the School of Architecture is a RIBA Stirling Prize winner and Mark Titchner in the School of Arts & Humanities a former Turner prize nominee; Andrea Edmunds brings over 30 years of experience to MA Service Design, including heading up Service Design at IDEO; and Adrian Shaughnessy brings insight as a leading design writer and founder of a multi-award winning design group to MA Visual Communication.

The RCA also employs a team of over 100 highly skilled technicians, many of whom themselves have postgraduate qualifications and are well established and recognised practitioners 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 skilled technical staff and technical resources are integral to delivering an interdisciplinary approach which is a key part of the student experience. Our expert staff provide technical consultations on project development and emerging methodologies, materials and processes for students and researchers to explore further.

Our alumni

RCA alumni, numbering more than 30,000 all over the world, are recognised as leaders in their disciplines, making national and international headlines for shaping the world we live in. They are highly prominent in a wide range of industries, from the Apple design studio in Cupertino, California, to the automotive sector in Sweden and Germany, to fashion in India and Italy. Alumni include such major figures as Henry Moore OM, Dame Barbara Hepworth, Bridget Riley, David Hockney OM, Sir Ridley Scott, Dame Zandra Rhodes, Sir Frank Bowling, Sir James Dyson OM, Dame Tracey Emin RA, Chris Ofili CBE, Christopher Bailey CBE and Thomas Heatherwick RDI, CBE.

Our Governance

The Council is the governing body of the Royal College of Art. The membership is made up principally of independent (non-College) members and includes a number of staff and students (please see **here** for biographies of the Council's independent members).

The Council is the governing body of the College responsible for all matters concerning property and finance, administrative policy, overall strategy and any issues affecting the general welfare of the College. All the most senior appointments within the College are ultimately made by the Council; Chancellor, Chair of Council, the President and Vice-Chancellor and Deputy Vice-Chancellor and Provost.

His Majesty King Charles III is the Royal Visitor of the RCA having taken up the role in 2018. The RCA's Chancellor is Sir Jony Ive, and the Pro-Chancellor and Chair of Council is Sir Peter Bazalgette.

The RCA Executive Board is the senior executive management team led by the President & Vice-Chancellor. It is a decision-making body responsible for all aspects of the College's strategic direction within the authority delegated by Council. It is responsible for all matters associated with the College's development and management.

It acts as a representative voice of the RCA staff and student community and is responsible for developing and delivering the College Strategy (and its sub-strategies) and for the effective management of the College, including agreeing on core College policies.

The RCA's President & Vice-Chancellor – the CEO of the institution – is Professor Christoph Lindner who joined the College in April 2024. For more details on the Executive Board, please see **here**.

The Senate exercises full responsibility over the academic work of the College and, subject to the powers reserved to the Council by the Statutes, takes measures and acts to promote the academic work of the College both in teaching and research, and for the regulation and superintendence of the education, welfare and discipline of the students.

The Senate agrees the appointment of external examiners, new academic developments, syllabi and student numbers and revisions to the Regulations. It approves the final examination results and awards the degrees. The membership of 20 includes Deans of School, Students' Union and elected representatives of the staff. The Senate normally meets three times a year.

Our Schools

School of Arts & Humanities

The School of Arts & Humanities provides transformative learning experiences for our engaged and curious global cohorts through intellectually and conceptually linked postgraduate degrees from Master's level through to PhD.

Art intersects with curating, writing, and the history of design, integrating both traditional and contemporary studio-based making with innovative humanities, fine, and applied art programmes. Fostering a unique culture of peer-to-peer learning, our responsive curriculum is developed by expert staff who are both researchers and practitioners. Students benefit from opportunities to collaborate across the School, College, and with London's leading cultural organisations.

Reflecting contemporary shifts in global social and ethical dynamics, our ambition is to nurture creative exploration alongside speculative and critical thinking in order to shape and develop our understanding of how creativity and culture can become the most significant agents of change. Graduates from the School of Arts & Humanities lead influential careers worldwide, making significant contributions across the international cultural landscape.

Courses offered within the School include: Arts & Humanities (MPhil/PhD); Arts & Humanities (MFA); Ceramics & Glass (MA); Contemporary Art Practice (MA); Curating Contemporary Art (MA); Jewellery & Metal (MA); Painting (MA); Photography (MA); Print (MA); Sculpture (MA); V&A/RCA History of Design (MA); and Writing (MA). Short courses offered by the School include Contemporary Art Summer School, and Curating Contemporary Art and Design: Theory and Practice.

School of Design

The School of Design engages with design on multiple levels, from the highly conceptual to the deeply practical, with a strong culture of innovation, experimentation and debate. Programmes are supported by staff with reputations in world-leading research, teaching, and practice.

By developing key opportunities within specialist programmes, the School encourages different student cohorts to network, test new ideas, evaluate, take risks, and even fail, thereby allowing successful design practice to be significantly elevated. These are critical components to building confident, mature, diverse, and self-aware future design leaders who are ready and prepared for evolving global challenges within their chosen disciplines.

Programmes collaborate and innovate with industry partners and also across subject areas to allow strategic opportunities for multidisciplinary teaching and project development to enhance and ensure student mobility, independent learning, and interdisciplinary activity.

Courses offered within the School include: Design (MPhil/PhD/MDes); Design Futures (MDes); Design Products (MA); Fashion (MA); Healthcare & Design (MRes); Innovation Design Engineering

Our Schools

School of Communication

The School of Communication interrogates the fundamental ways in which communication shapes our lives and uses this knowledge to develop new ways of experiencing, interacting, and communicating with the world.

Through studio-based practice, field trips, technical workshops, research projects and relationships with external partners, the School makes space for conversation, inter-cultural exchange, new ideas, and diverse voices. Programmes explore social, political, environmental, and philosophical implications of communication practices including VR, AR, AI, and quantum technologies in storytelling, experimental communication systems, and interfaces.

Students conceptualise, craft, and curate in many mediums including those traditionally aligned to School of Communication disciplines; animation, data visualisation, game design, graphic design, illustration, photography, and moving image, or through creating installations, digital experiences, site-specific work, and other less explored territories such as spatial-temporal experiences, immersive world building, and soundscapes.

Courses offered within the School include: Animation (MA); Communication (MPhil/PhD); Communication (MFA); Digital Direction (MA); Information Experience Design (MA); and Visual Communication (MA). Short courses include Graphic Novels, Typography, and Editorial Design.

School of Architecture

Located in Kensington, the School of Architecture provides a stimulating and vibrant cultural context for study in one of the world's leading cities. Realise live projects and work alongside leading designers and artists in a postgraduate-only environment. This context allows students to push their material, conceptual and technical skills beyond traditional disciplinary boundaries.

The studio-based learning environment is supported by historical, theoretical, media and technical seminars where students are introduced to a wide range of design research methods and approaches. Within each Programme, opportunities for live projects and fieldwork are provided in line with the pedagogical ambitions of studio leaders.

Practice mentor schemes across all programmes pair students with practices and help expand professional networks.

Courses offered within the School include: Architecture MA; Architecture MPhil/PhD/; City Design MA; Design Practice MArch; Environmental Architecture MA; and Interior Design MA. Short Courses include the RCA's Architecture Summer School.

Role Description

Job Title: Pro Vice-Chancellor (PVC) Education and Student Success

Location: Royal College of Art (RCA), London, UK

Reports to: President & Vice-Chancellor

Salary: Competitive and commensurate with experience

Duration: 5-year term (renewable), with substantive permanent professorial appointment

Job Description

The Royal College of Art (RCA) seeks an experienced and visionary leader for the position of Pro Vice-Chancellor, Education and Student Success.

Serving as a member of the RCA Executive Board and reporting directly to the President & Vice-Chancellor, this senior academic role will provide strategic leadership in shaping the RCA's educational vision, ensuring the delivery of world-class education and student experience, and advancing the College's distinctive teaching and learning environment.

The role holder will provide strategic leadership across the entire student journey, overseeing critical areas of student life and academic support including Registry, Student Experience, Academic Skills, Library Services, and Technical Services. The successful candidate will play a key role in the ongoing development and delivery of RCA's academic strategy and in fostering a vibrant, inclusive, and dynamic academic community for all students.

This is a unique opportunity to join one of the world's leading institutions in arts, design, and communication education. If you are a visionary leader passionate about transforming the student experience and fostering excellence in education, we encourage you to apply for this pivotal role.

Key Responsibilities

Leadership and Strategic Direction

- Provide visionary and strategic leadership in the development, implementation, and review of the RCA's teaching, learning, and student experience strategies. Ensure that the College continues to offer a world-leading, innovative, and inclusive academic environment that enhances the student experience and enables student success. This will include being the College's lead liaison with the Students' Union.

Academic Strategy Development and Implementation

- Work with the Pro Vice-Chancellor Academic and other members of the Executive Board to shape the strategic development of the RCA's academic offerings. This includes fostering interdisciplinary opportunities, innovation in teaching methods, the development of new degree programmes, and the integration of research-led teaching.

Leadership and Management

- Lead and manage teams across Registry, Student Experience, Academic Skills, Library Services, and Technical Services, fostering a collaborative and high-performance culture. Ensure staff are well-supported in their professional development and aligned with the College's values and objectives.

Enhancing Student Experience

- Champion initiatives aimed at enhancing the overall student experience, including improving support services, creating a sense of community, and ensuring that all students feel valued and supported throughout their academic journey. Ensure that students have access to outstanding academic, pastoral, and professional support services.

Student Support and Wellbeing

- Oversee the delivery of comprehensive student support services, including academic skills development, counselling, career advising, and student wellbeing services. Promote an inclusive and diverse environment where all students feel welcomed, supported, and empowered to succeed.

Registry and Academic Administration

- Lead the development and management of Registry services, including student admissions, progression, and graduation processes. Ensure the efficient and effective delivery of all academic administration, ensuring compliance with OfS regulations and procedures.

Library Services

- Oversee the strategic development and management of the College's library and information services, ensuring the effective provision of resources and support for students and academic staff.

Technical Services and Facilities

- Oversee the strategic development and management of technical services and facilities, ensuring that students have access to state-of-the-art equipment and technical support that underpins their creative practice.

Collaboration and External Engagement

- Foster and maintain strong relationships with external partners, including professional bodies, industry leaders, and other academic institutions. Represent the College at academic forums and contribute to the wider higher education and arts sectors, reflecting the RCA's position as the world's number one art & design university and taking a leadership role that influences the future direction of art and design education globally.

Governance and Reporting

- Provide regular reports to the President & Vice-Chancellor and senior management team on key performance indicators related to education and student experience, ensuring continuous improvement and alignment with strategic priorities. Participate actively in budget development processes, taking responsibility for resource allocation across the portfolio and contributing to College-wide resource decisions.

Person Specification

Essential Qualifications and Experience

- **Academic Background** – Strong academic background in arts, architecture, design, communications or relevant adjacent field, with a relevant postgraduate qualification (e.g., Master's, PhD), suitable for a professorial appointment.

- **Academic Leadership** – Significant senior leadership experience in higher education, particularly in arts and design, with a proven track record of leading academic and student services.

- **Expertise in Student Experience** – Experience in developing and enhancing student support initiatives, both academic and pastoral, ensuring student success and wellbeing.

- **Strategic Vision** – Ability to think strategically and implement change in complex academic environments, with experience in leading successful academic strategies and projects.

- **Management Skills** – Proven ability to lead multidisciplinary teams, foster collaboration, and ensure effective service delivery across departments such as Registry, Student Experience, and Technical Services.

- **Commitment to Inclusion and Diversity** – Dedicated to promoting diversity and inclusion, ensuring equitable opportunities for all students.

- **Communication Skills** – Excellent communication skills to represent the College at all levels, engage and inspire students and staff, and interact effectively with external stakeholders.

Desirable Qualifications and Experience

- **Experience in Arts and Design Education** – Background in arts, architecture, design, or communications education, with insight into the unique challenges of these disciplines in higher education.

- **Research-Led Teaching** – Experience integrating academic research into teaching and learning.

- **Knowledge of Higher Education Policy** – Understanding of current higher education policies, trends, and best practices, especially in arts and design education.

- **Innovation in Learning** – Track record of innovating teaching methodologies, including experiential learning, digital tools, and student-centred approaches. Experience in leading educational innovation and developing new academic programmes that respond to emerging trends and student needs.

Personal Attributes

- **Visionary and Inspiring Leader** – Able to inspire staff and students and lead the College in maintaining excellence in education and student experience.

- **Collaborative and Relationship-Oriented** – Skilled at building strong relationships with academic staff, administrative teams, students, and external stakeholders.

- **Empathetic and Student-Centred** – Committed to understanding student needs and fostering a positive, supportive learning environment.

- **Adaptable and Resilient** – Flexible in managing change, navigating academic leadership challenges with resilience and able to work effectively in a rapidly evolving higher education landscape.
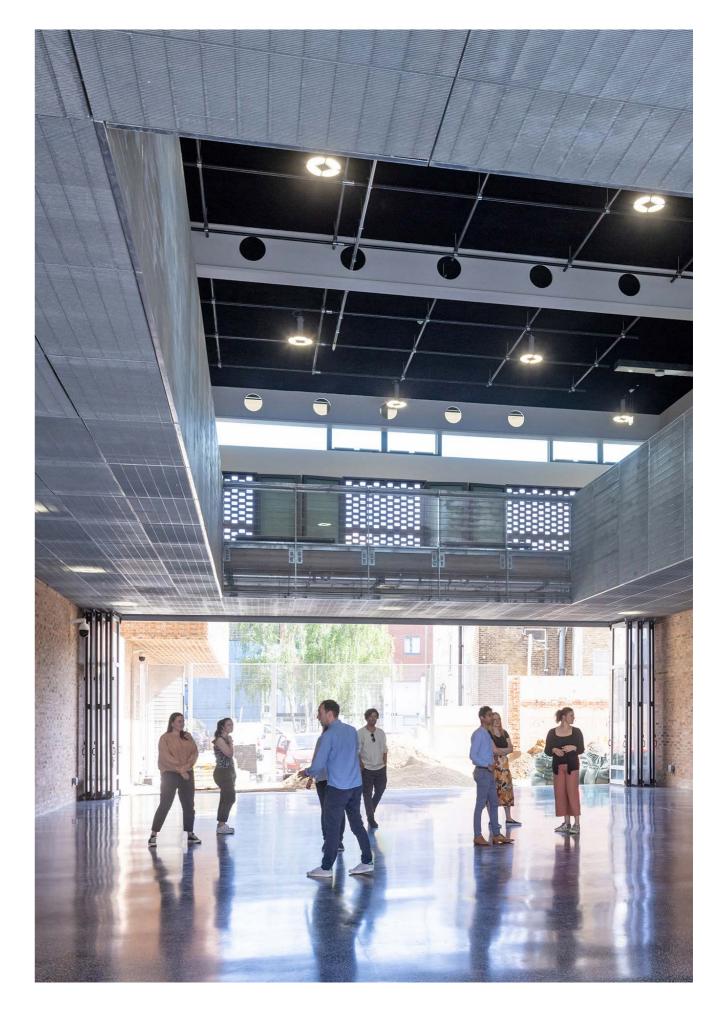
Rewards, Benefits, and Additional Information

• Competitive salary commensurate with level of experience.

• The RCA is a participating institution of the Superannuation Arrangements of the University of London (SAUL). As such, the College can offer all new starts joining on or after 1 April 2023 membership of SAUL START, a new contributory, defined contribution, pension scheme. The College will contribute a sum equal to 16% of your salary while you pay 6%.

• Six weeks (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 either side of Easter and the remainder between Christmas and New Year.

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

• Qualifying employees are entitled to six weeks' maternity leave entitlement at full 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.

• Occupational sick pay after three months' service is three months' full pay and three months' half pay.

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

• Cycle to Work Scheme - The Government's Green Transport Initiative, which allows employees to make significant savings on purchasing new bikes and safety equipment.

• 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 two-thirds pension for your dependant or spouse is payable should you die whilst in employment.

• All staff are welcome to join the College library.

How to Apply

For further details on how to apply, please visit **https://candidates.perrettlaver.com/vacancies** quoting reference number **7796**. Candidates wishing to apply should submit a CV (including comprehensive details of key achievements and responsibilities) along with a covering letter which fully addresses the competencies outlined in the role description and person specification.

The closing date for applications is **Midnight (GMT) on Friday 4 April 2025**.

Process dates

- PL Interviews: Weeks commencing Monday 14 – 21 April

- Candidate Review Meeting: Thursday 1 May

- First-Stage Interviews: Week commencing Monday 5 May

- Final Interviews: Monday 12 May

The Royal College of Art will be supported in this appointment by executive search firm Perrett Laver. Any initial enquiries should be directed to Xavier Thomason at **xavier.thomason@perrettlaver.com** or +44 (0)20 3928 7387.

Accessibility

For a conversation in confidence or should you require access to these documents in alternative formats, please contact Xavier. If you require any reasonable adjustments to assist you in the selection process, please advise us of these so that we can make appropriate arrangements.

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via **accessibility@perrettlaver.com**.

Inclusion

Perrett Laver believes that excellence will be achieved through recognising the value of every individual. A broad range of perspectives, backgrounds and opinions amongst our global community of colleagues is crucial in maintaining our culture of openness, intellectual curiosity, and creativity. We take an active role in supporting under-represented communities and groups in becoming better and more fairly represented in the leadership of all organisations. We also know that diverse and inclusive teams have a positive impact on our ability to identify, engage and secure candidates from these groups.

Our commitment to inclusion across race, gender, age, religion, sexual orientation, identity, and experience drives us every day – for clients, for candidate identification and in the recruitment, development and retention of colleagues.

To ensure inclusion on the basis of age, disability, ethnic or national origin, family circumstance, gender, gender identity, marital status, nationality, political or religious beliefs, race, socioeconomic background, sexual orientation, we would like to specifically invite applications from under-represented groups.

Data Protection and Privacy

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

*As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website **http://www.perrettlaver.com/information/privacy/**.*

Royal College of Art
Postgraduate Art & Design