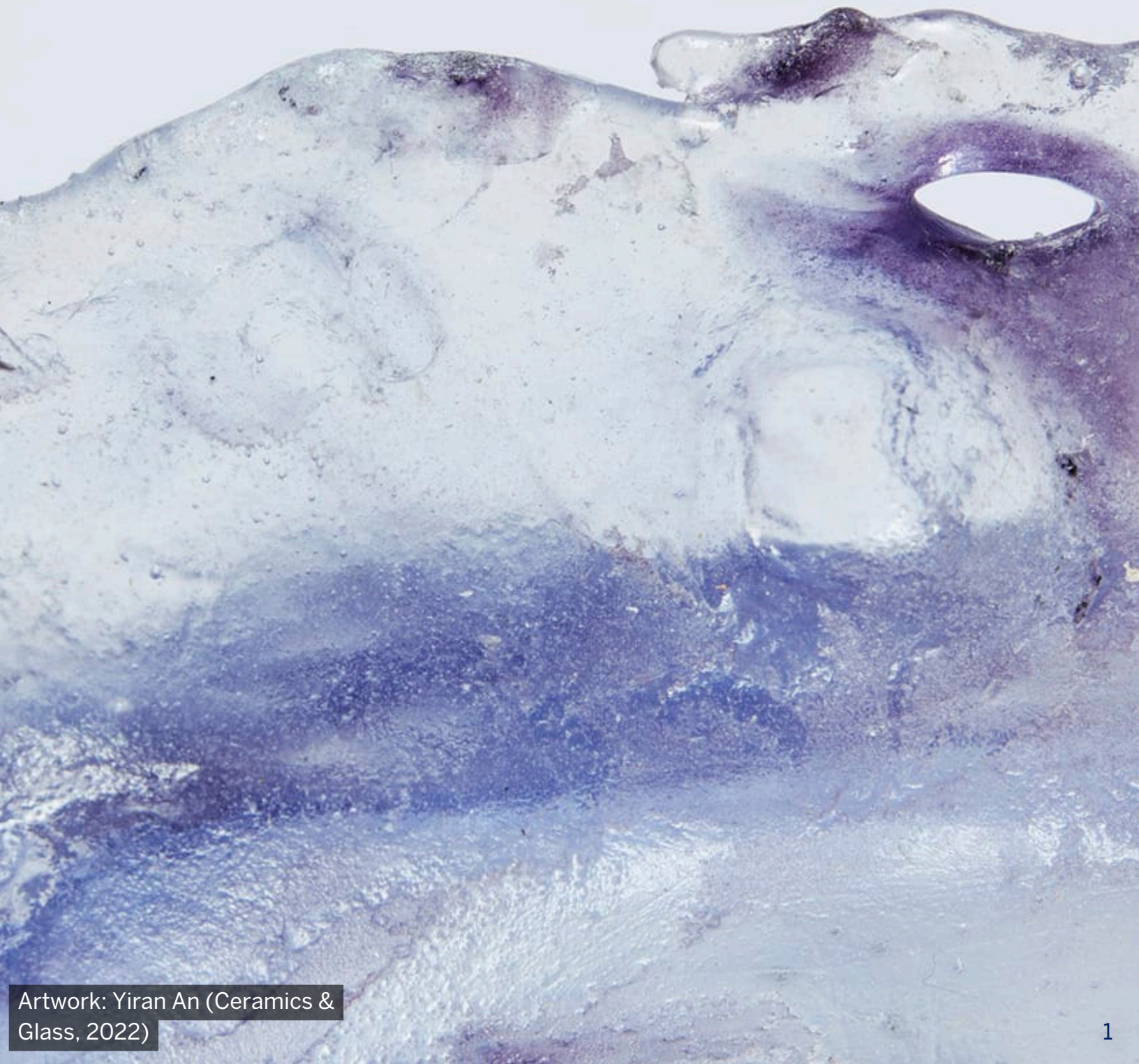


RCA

Start-ups and Content Manager May 2026



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>
8	<u>Our Values</u>
9	About the Role
13	<u>Person Specification</u>
14	<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 postgraduate-only community of art and design students. It has been ranked number one in the world 12 consecutive years (QS World University Rankings by Subject 2015-2026).

Studying at the RCA is the starting point for UK and global creative leaders. With more than 30,000 RCA alumni all over the world, the College's graduates form a diverse international network of artists, designers, creators and innovators.

Around 2,500 students are spread across four schools – Architecture, Arts & Humanities, Communication and Design - and in the RCA's Research Centres. The College creates an environment that champions exploration, collaboration and interdisciplinary learning - using art and design to reframe the possibilities of the humanities, technology, and ethics; and equipping graduates for new futures and opportunities

Research is at the heart of the RCA's impact. In active discussion with the world, the College brings interdisciplinary researchers and partners together in vital areas such as climate and sustainability, technology and society, and leads the field in practice-based research. As a result, the RCA is ranked as one of the most research-intensive specialist art and design universities in the UK [under the Research Excellence Framework 2014 and 2021].



Photo: Richard Haughton

The RCA champions exploration, collaboration and interdisciplinary learning - using art and design to reframe the possibilities of the humanities, technology, and ethics. We experiment, question and discover, putting research and practice at our heart, to equip students for new futures and opportunities and build on current knowledge.

Current 'real world' practices of our disciplines are fully integrated into our teaching delivery and student learning. The RCA model also 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.

Our People



Photo: Richard Haughton

The strength of the RCA lies in its people: our students, academic community, researchers, technical specialists, professional services teams and our global network of alumni and partners.

The RCA's Chancellor is Sir Jony Ive, one of the world's most influential designers. The Pro-Chancellor and Chair of Council is Sir Peter Bazalgette, and the President & Vice-Chancellor — the College's Chief Executive — is Professor Christoph Lindner, who joined the RCA in 2024.

The RCA's academic faculty bring world-leading expertise and industry knowledge to the College's model of teaching. All faculty are actively engaged in their relevant industries and professional practice beyond academia, and the RCA is 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 has a total academic and research workforce of over 400 people, which includes Associate Lecturers, Visiting Professors and Guest Lecturers who bring 'live industry' experience into the taught curriculum

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. Our skilled technical staff and technical resources are integral to delivering an interdisciplinary approach which is a key part of the student experience.



OUR STRATEGIC DIRECTION: TOWARDS THE RCA AT 200 (2026–2030)

The RCA's new Strategic Plan sets out a transformational five-year phase as we begin our journey towards our bicentenary in 2037. Our ambition is to become the world's most influential art and design community, with a global footprint and a renewed approach to research, education, partnerships and organisational culture.

By 2030:

- The College will operate across two revitalised central London campuses, including a reimagined Darwin Building at Kensington.
- We will establish research and education hubs outside the UK for the first time.
- We will strengthen our global partnerships, increase access to scholarships and widen participation for students from all backgrounds.
- We will be recognised for leadership in emerging creative technologies, especially AI, and for our contribution to sustainability, regenerative practice and public good.

Our work is underpinned by the RCA's four values — Collaboration, Curiosity, Inclusion and Integrity — and by commitments to long-term resilience, financial sustainability, staff and student wellbeing, and a culture where creativity and innovation thrive.



The College's ambitions will be delivered through three Strategic Pillars:

Strategic Pillar One

Creating and delivering the best art and design education, dialogue and research.

Strategic Pillar Two

Championing a community with outstanding potential who are diverse, inclusive and connected.

Strategic Pillar Three

Convening transformational exchanges of art and design expertise and ideas.

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.



InnovationRCA, is the RCA's start-up/spinout incubation and intellectual property commercialisation centre. To date InnovationRCA has helped create over 80 companies and these commercially successful companies have gone on to raise over £145million in investor funds, create more than 850 UK-based jobs, and over £250million in sales and exports.

InnovationRCA companies include Concrete Canvas and Gravity Sketch. InnovationRCA has a sector agnostic approach backing early-stage design-led start-ups in a nurturing ecosystem in a range of sectors from med-tech, climate-tech, agritech, tech to creative brands. In 2024, it launched its first S/EIS fund working with infinity Asset Management LLP. It also operates an angel investor network, AngelClubRCA.

Start-ups and Content Manager



Purpose of the post:

The main purpose of the role is to help manage and develop start-ups and spinouts going through InnovationRCA's award-winning high growth start-up programme. The role which would suit a team player with strong interpersonal skills, includes the development and delivery of entrepreneurial training to start-up and spinout founders and supporting the development and delivery of entrepreneurship development programmes for overseas clients. The successful candidate will have significant experience of early-stage businesses and the UK start-up and investment ecosystem. The successful candidate will be a confident presenter with deep knowledge of business, finance and product development as they apply to early-stage companies.

Incubation & Acceleration Programmes

- Defines, develops and delivers entrepreneurship training content to aid incubated companies to grow and scale. Ensuring that training reflects the changing needs of companies to thrive in tough evolving markets and helps maintain the incubator's successful outcomes' track record.
- Assesses founders and identifies their needs, trains, guides, challenges, advises and mentors - all the while building trust relationships with founders.
- Working alongside the Entrepreneurship Manager manages and maintains the strong relationship with 60+ external coaches and visiting experts.
- Oversees incubated companies with maintaining good governance and compliance (for example during incorporation) seeking guidance from the Head of Reporting and Compliance where necessary.
- Supports delivery of the InnovationRCA Investor Readiness Training programme and working with the Investment Manager helps advise start-ups/spinouts on their funding strategy and in investor negotiations.
- Working with incubation and operations colleagues, develops Incubator and Accelerator plans including analysis of opportunities and risks to ensure that InnovationRCA continues to thrive while providing the best support to design-led ventures.



Pipeline Building

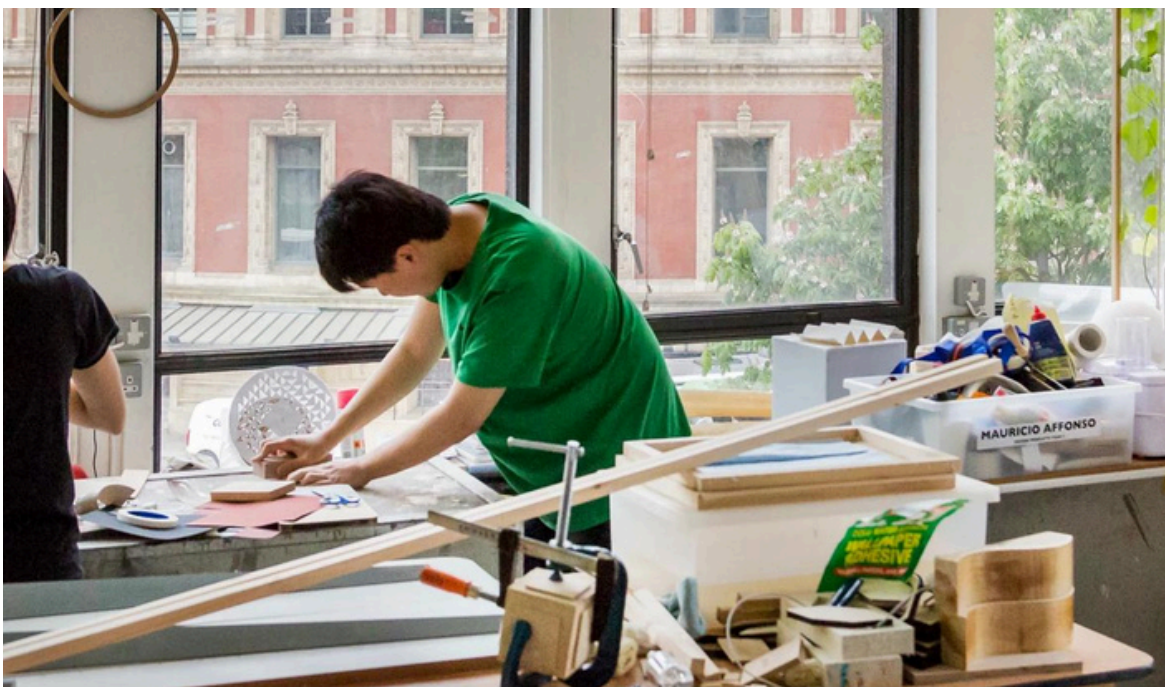
- Works with the Entrepreneurship and the Intellectual Property Managers to define pipeline building activities (eg Entrepreneurship tasters, pre-incubation challenges etc) and supports the recruitment and selection process for start-ups onto InnovationRCA programmes.
- Supports the Entrepreneurship and Intellectual Property Managers in delivery of student facing activities.
- Supports the internal marketing of InnovationRCA to the College community (students, graduates, academic & research staff) to build pipeline and supports external reporting and marketing to policy makers and funders.

Innovation and Entrepreneurship Consultancy Services

- Working closely with the Head of Commercialisation to help develop bids and grant applications.
- In consultation with the Director and Head of Commercialisation, defines, develops and helps deliver training content for InnovationRCA's Innovation and Entrepreneurship Development revenue generating services overseas.

General

- Responsible for monitoring portfolio companies against milestones
- Any other duties reasonably requested by the Director



Essential

- A commercially experienced start-up professional who has a thorough understanding of product, idea, commercialisation, investment and all aspects of start-up/spinout journey. The successful applicant will:
- Be educated to degree level or equivalent in either engineering, science, design or finance and business.
- Have demonstrable strong experience of working successfully in the entrepreneurship ecosystem.
- Strong experience of having developed and delivered entrepreneurial or business training programmes.
- Have excellent interpersonal skills and proven experience of coaching or mentoring start-up founders in a successful accelerator /incubator or for a venture capital fund.
- Have a thorough understanding of the issues faced by start-ups and SMEs gained either at large organisations or in start-ups.
- Be a team player with strong interpersonal, motivational, influencing and team building skills with the ability to build confidence in others.
- Have excellent communication (written and verbal) and presentation skills.
- Be flexible and able to work in a small team and adapt as required.
- Have the judgement and experience to navigate complex business scenarios, problem solve, empathetically help resolve conflicts in start-ups and manage competing demands and conflicting priorities.

Desirable

- Experience of working with student and graduate start-ups.
- An understanding and experience of early stage equity investment deals, UK angel and venture capital investment sectors.
- Experience of working with creative founders and SMEs



Pay & Benefits

Additional Information:

- Full time salary: Grade 9 £55,040 - £61,322 per annum including London Allowance
- 30 days annual leave plus extended breaks at Christmas and Easter, at the discretion of the College. Pro rata for part time employees, However, the role requires flexibility and a willingness to work evenings or weekends when delivering start-up entrepreneurial and investment events. The InnovationRCA Incubator is a start-up hub and service provider and as such the postholder will be expected to spend at least 60% of his/her time in the Incubator in Battersea. The postholder may also be asked to travel internationally to support delivery of consultancy services.
- interest-free season ticket loan are available alongside many other benefits
- Location: Battersea/Hybrid
- Department: InnovationRCA
- 0.8 fte fixed term role until end May 2027.
- Responsible to: Director InnovationRCA
- Working hours 9.30am to 5.30pm with an hour each day for lunch.

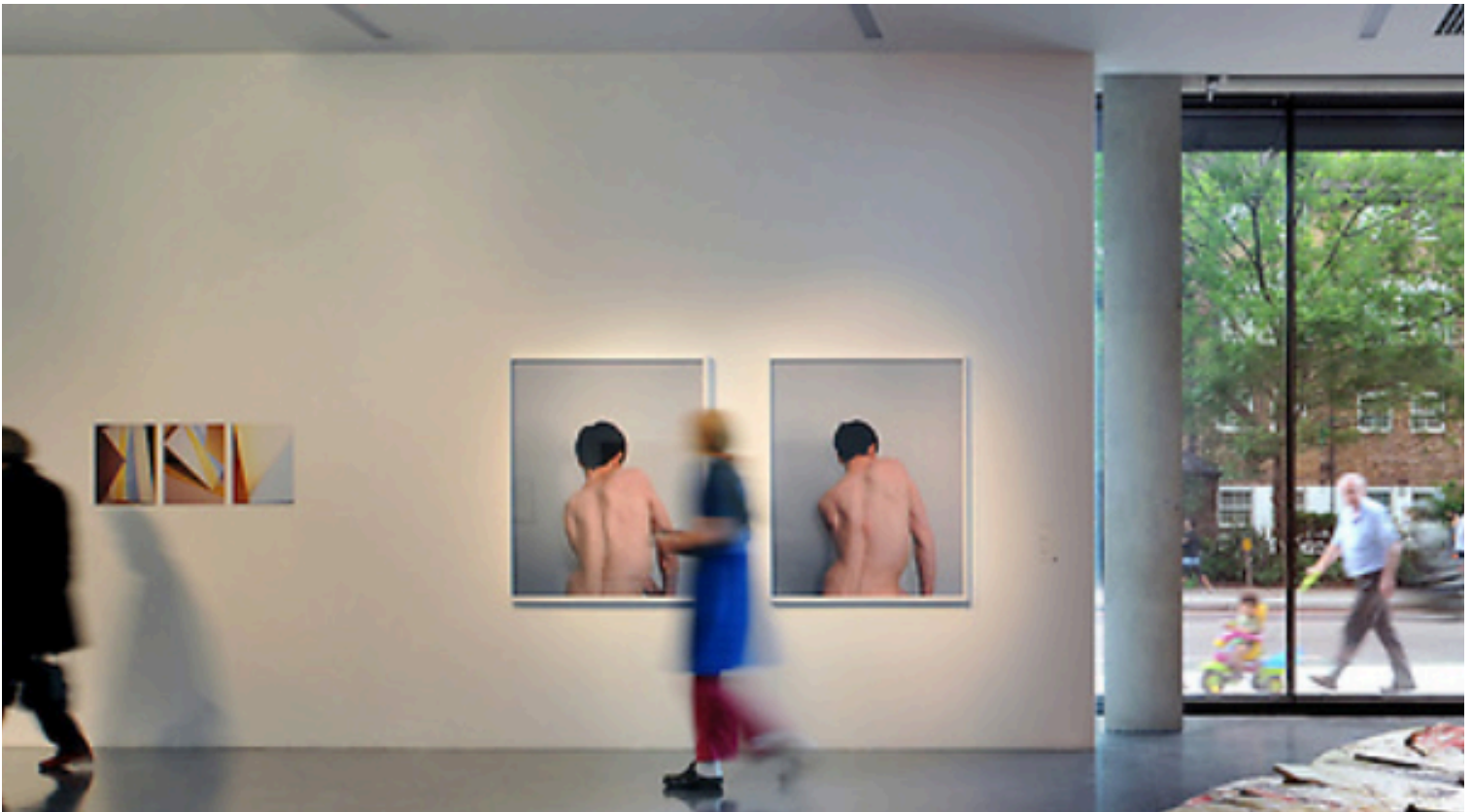


Photo: Philip Vale

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 paternity pay

Qualifying employees are entitled to six weeks' paternity leave entitlement at full pay.

Enhanced sick pay

Occupational sick pay after three 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.



Equality, diversity and inclusion - Disability and neurodiversity

Disability Confident

RCA is a Disability Confident Committed employer. You may recognise the logo from our job adverts.

Disability Confident is a government scheme designed to encourage employers to recruit, retain, and develop disabled people. RCA was originally awarded the Disability Confident certificate in October 2022, which broadens and deepens our existing commitment as an employer.

As a Disability Confident Committed employer, we commit to the below core activities:

- ensure our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long-term health condition, enabling them to stay in work
- at least one activity that will make a difference for disabled people



A large, bold, white number '1' is centered on the left side of the dark blue rectangle.

12 YEARS as the world's
N°1 University for Art & Design

QS World University Rankings by Subject 2015-26

Together, the RCA community can generate change now for a sustainable future everywhere.