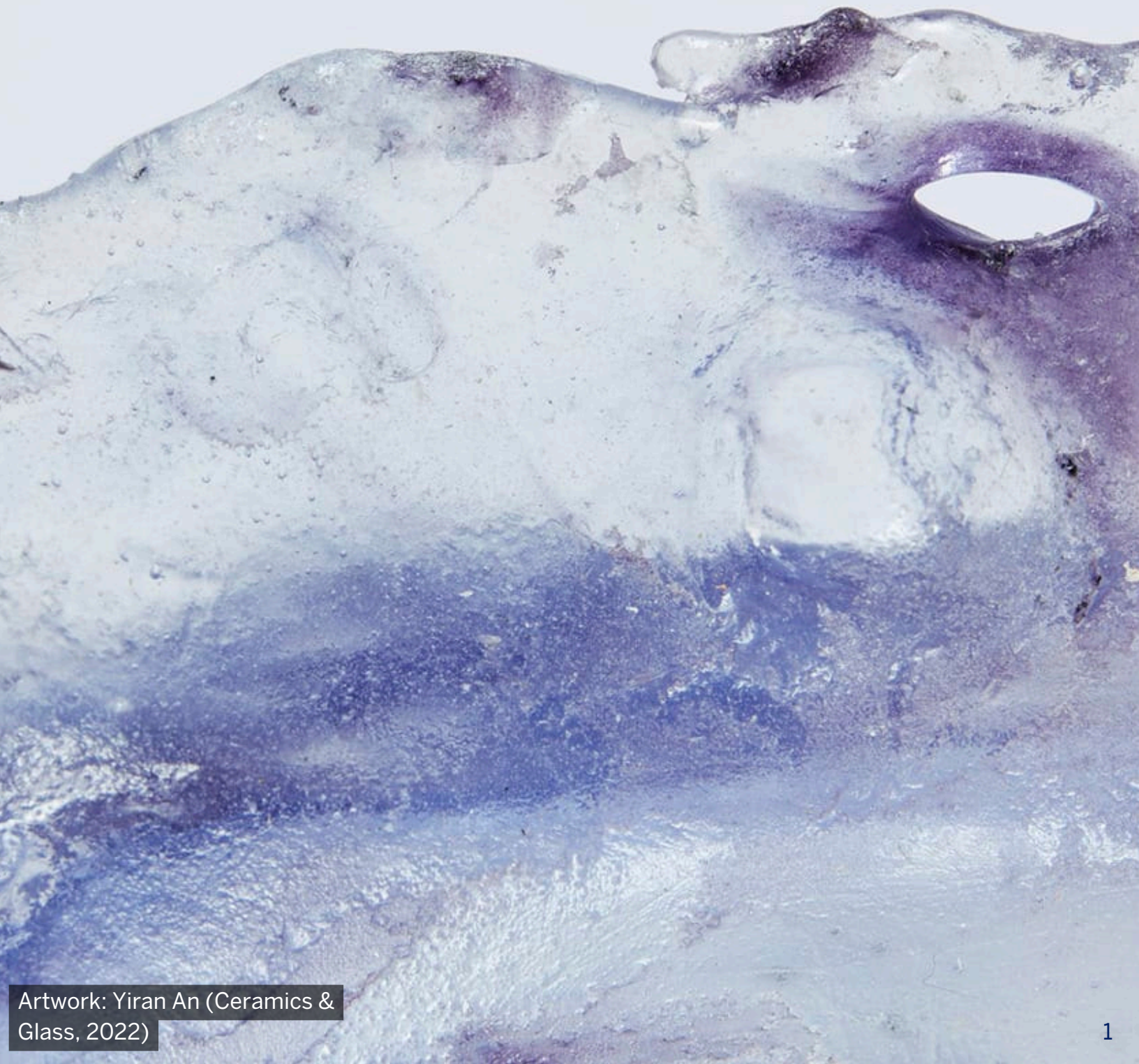


RCA

Associate Lecturer - Sculpture July 2026



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 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:



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.



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.



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.



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 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.

Programme

RCA Sculpture is an expansive, responsive, and critically engaged programme within the School of Arts and Humanities. It provides a discursive and supportive environment in which to explore current positions for thinking about, making, understanding, and presenting sculpture. The study and production of sculpture within the programme encompasses investigations into materiality, object production, installation, social practice, public art, spatial and conceptual practices, and performance, alongside the exploration of dematerialised approaches that include sound, moving image, robotics, and AI. We consider sculpture as a method through which to develop provocations and new positions in contemporary art practice. The programme supports a diverse, experimental, and expansive approach to the manifestations of your artistic work, taught in parallel with critical reflection and evaluation.



Role profile

We are seeking individuals whose practice critically engages with the evolving relationship between sculpture, digital technologies and material practice. The successful candidate will contribute to the delivery and development of teaching across the MA Sculpture programme, bringing expertise in contemporary approaches to making that span physical, digital and hybrid forms of practice.

The role will support students working across the expanded field of sculpture, with expertise in areas such as digital fabrication, immersive media (VR/AR), robotics, AI, spatial computing, motion capture, computational design, and emerging material practices. We are equally interested in candidates whose work critically addresses the cultural, social and environmental implications of these technologies through perspectives including new materialisms, ecological practice, sustainable and circular making, more-than-human relations, and decolonial approaches to materiality.

The successful candidate will demonstrate an ambitious practice that combines technical innovation with critical inquiry and will contribute to the continued development of Sculpture as a leading programme for experimental contemporary practice. The role offers an opportunity to shape the future of sculptural education by supporting innovative pedagogies and contributing to the programme's research culture and strategic development.



Main Duties and Responsibilities

Associate Lecturers (ALs) at the Royal College of Art (RCA) contribute high quality, postgraduate teaching and tuition to complement and enhance core teaching delivery of Programmes across Schools and Directorates.[1] ALs bring leading industry expertise and specialism, often from diverse disciplines and sectors, ensuring students receive depth and diversity in their Programme learning, and multi-disciplinary input during their studies. Depending on the specific scope of your employment you will be required to fulfil elements of the following as appropriate, directed by your Senior Tutor, Head of Programme, or Dean:

Learning & teaching

- Contribute to teaching, delivering high-quality teaching content that meets the needs of individual students.
- Contribute to, deliver cross-school and cross-disciplinary teaching and related activities as appropriate.
- Provide academic, pastoral and technical (as appropriate) tutorial support to students, including regular on-to-one meetings as agreed.
- Provide regular feedback to students to help them develop their skills and improve the quality of their work.
- Provide up-to-date knowledge of subject area and professional contexts
- Keep abreast of innovation and best practice in learning and teaching



Person Specification - skills, knowledge and experience

- Continually update own knowledge and understanding in academic specialism in particular the evolving relationship between sculpture, digital technologies and material practice.
- Participate in the assessment of student work[2].

Academic delivery, administration & citizenship

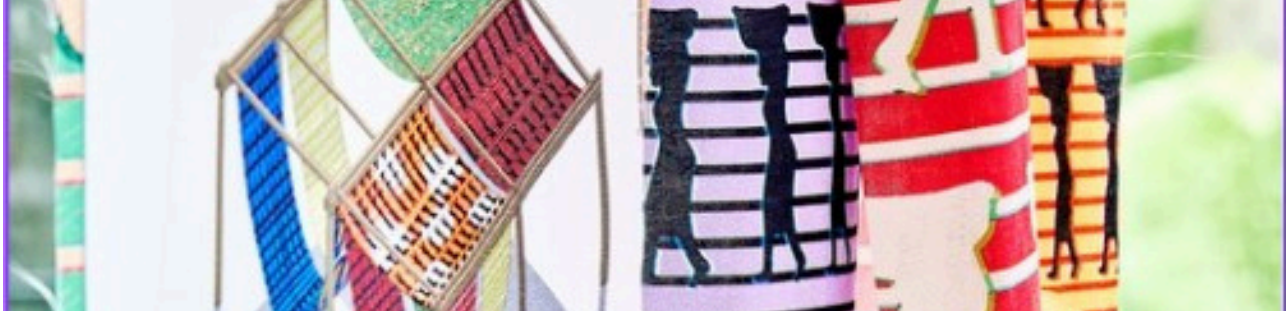
- Attends (as appropriate to their fraction) some School Wide or Programme Level planning events as part of Academic delivery, administration & citizenship.
- Participate in field trips in line with programme requirements, supporting student learning and helping to ensure pedagogic value from such trips.
- Undertake risk assessments for work as necessary, complying with the necessary policies and procedures and ensuring the safety of students and colleagues.
- Develop teaching materials and learning resources for allocated teaching, contributing to the effective delivery of the curriculum.
- Contribute to formative and summative assessment, including providing written feedback on student work, in accordance with College regulations, under the direction of the Head of Programme, and without overall responsibility for summative assessment.
- Participate and contribute to Staff Student Consultative Committees in the review of Unit delivery.
- Be committed to the College objectives for Equality and Diversity and participate in mandatory College training, including Unconscious Bias training and Diversity Awareness development.



Person Specification - skills, knowledge and experience

^[1] ALs are not expected to participate in research but are expected to deliver research based postgraduate teaching

^[2] ALs may contribute to (but will not be responsible for) summative assessment. The role of ALs in summative assessment remains subject to further review.



Essential

- An active contemporary artistic practice, with specific emphasis on / engagement with sculpture and digital technologies.
- Commitment to high quality teaching and fostering a positive learning environment for students.
- Evidenced ability to support a diverse range of contemporary sculpture practices and critical approaches.
- Commitment to continuous professional development.
- Commitment to equality of opportunity and evidence of the ability to work harmoniously with students of all cultures and backgrounds.
- Experience of one to one and group teaching and tutoring on-line and through blended learning modes.
- Experience of the industry context relevant to the recruiting programme.

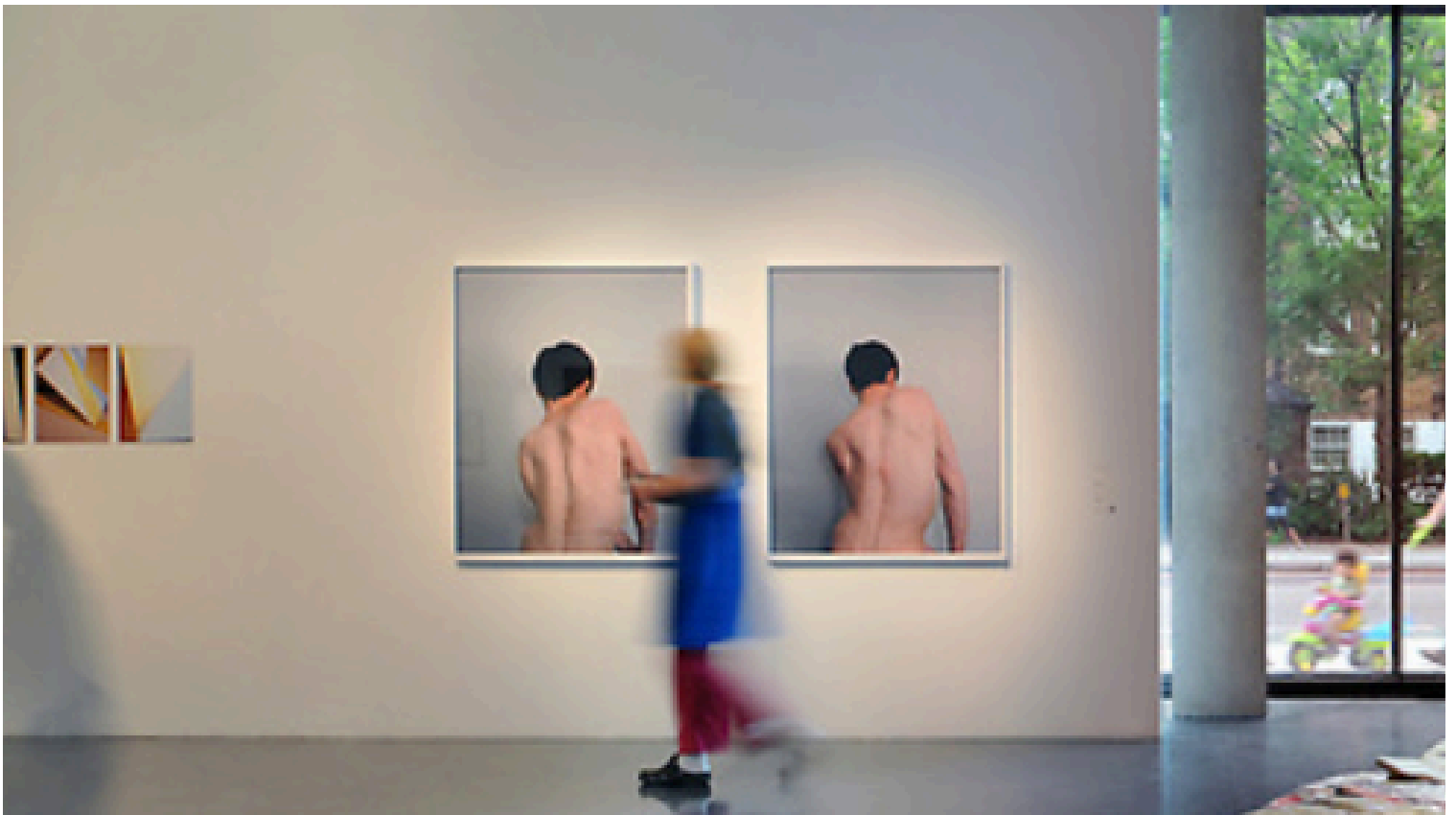
Desirable

- A Masters degree in a related discipline.
- Evidence of the ability to supervise academic work at Masters levels as appropriate to the role.
- Experience of devising and teaching courses at Masters level informed by quality imperatives for the student experience.

Pay & Benefits

Additional Information:

- Full time salary: Grade 8 £49,533 - £53,609 per annum including London Allowance. Salary will be at 0.12%.
- 30 days annual leave plus extended breaks at Christmas and Easter, at the discretion of the College. Pro rata for part time employees,
- interest-free season ticket loan are available alongside many other benefits
- Location: Battersea, London
- Department: School of Arts and Humanities - Sculpture
- 0.12 fte (4.2 hours per week) fixed term to 31 August 2027.
- Responsible to: Head of Programme



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





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.