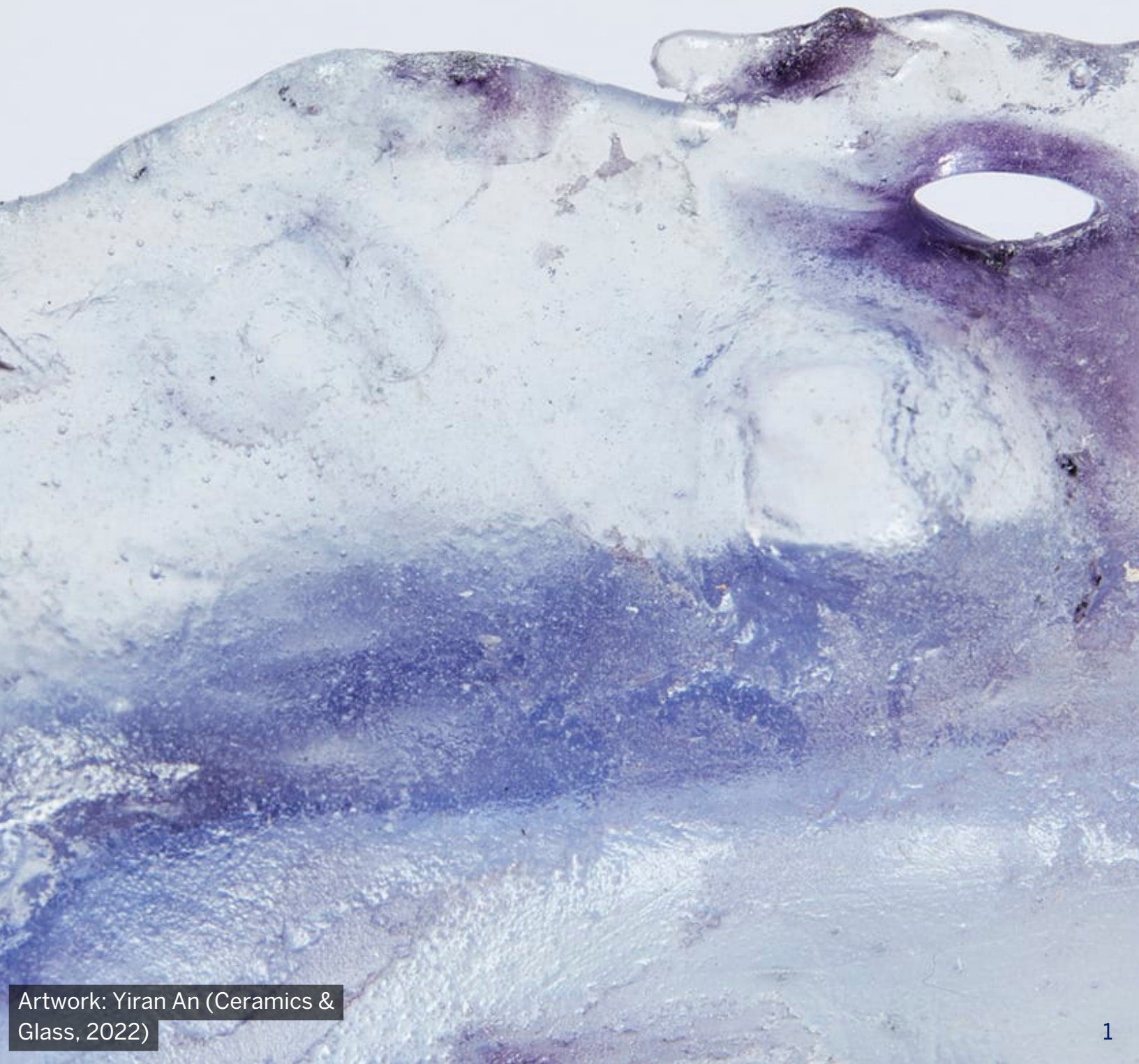


RCA

Tutor (Research) Visual Communication September 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 three schools – Architecture, Arts & Humanities, Communication & 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.



School of Communication & Design

The School of Communication & Design offers programmes that engage with a broad spectrum of design from the industry-focused, through collaboration with engineering and science, to the experimental and theoretical. With a strong culture of innovation, experimentation and debate, as well as research degrees at MPhil and PhD level, the School explores the boundaries of knowledge in the fields of industrial design, design engineering, product design, service design, critical design, systems and services, social innovation, new materials, globalisation and the discourse between international pedagogies and manufacturing.

Visual Communication

Visual Communication at the Royal College of Art is committed to a practical and discursive approach to making. We see communication as a conversation to form bridges, connect people and exchange ideas. We are a community of critical thinkers and makers leading the way in social, cultural, and political practices. We have a long history of collaborative and cooperative working methods centred on compassion, listening, respecting and (un)learning. We encourage our students to question the status quo, explore multiple viewpoints and embrace complexity. Our purpose is to work together across different fields to bring about transformative movements that invite activism and change.



Purpose of the post

The main purpose of the post is to contribute to delivery of the Visual Communication, leading a tutor group and delivering tutorials lectures, seminars, and workshops, and contributing to assessment activities.

The postholder will also support planning and ongoing enhancement of the programme through contribution to programme-based and school-based discussion and development activities.

The post includes some responsibility for research, and there is an expectation that the post holder will undertake research and to contribute to the school's research culture.

Main Duties and Responsibilities

Learning & teaching

- Provide academic, pastoral and technical (as appropriate) tutorial support to students, including regular one to one meetings as agreed.
- Provide regular feedback to students to help them develop their skills and improve the quality of their work.
- Participate in the assessment of student work, including through participation in the assessment board as required, ensuring a rigorous and fair assessment of the work.
- If directed by the head of programme, lead a designated high-quality project, ensuring delivery on time and on budget.
- Contribute to, deliver, and where appropriate lead on cross-college, cross-school and cross-disciplinary teaching and research activities as appropriate.
- Keep abreast of innovation and best practice in learning and teaching in own subject
- Continually update own knowledge and understanding in academic specialism
- Supervise research students (MPhil or PhD as appropriate)
- Contribute to teaching, delivering high quality teaching content that meets the needs of individual students.
- Actively engage in broader educational issues, such as external examining and attending conferences.
- Contribute to curriculum design and supporting material to help ensure high quality academic content and innovation in learning and teaching, and assessment



Main Duties and Responsibilities

Research

- Disseminate research findings through appropriate channels, and in line with the College's overall strategy.
- Complete and keep up to date five-year individual research plan, reviewed and updated annually
- Develop and follow research interests in line with the strategic direction of the College and school, in consultation with the head of programme and the dean.
- Determine relevant research objectives and prepare proposals tailored to the appropriate audiences.
- Consistently produce research outputs of at least 3* REF quality to enable submission to the REF.
- Ensure that research makes a significant contribution to the overall standing of the school.
- Conduct and lead individual research projects, building a programme of research which contributes to the overall standing and reputation of the College and contribute to school research funding targets.

Academic management, administration & citizenship

- Participate in student recruitment, including assessing student ability and potential to inform recruitment decisions.
- Promote the College to potential students, through speaking engagements, attendance at promotional events, or other relevant activities.
- Lead 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.
- Participate in college committees as appropriate, contributing to sound decision making.

Knowledge transfer & executive education

- Contribute towards proposals for funding and manage any individual grants awarded to ensure delivery of objectives.
- Seek to develop links with industry in area of specialism to promote the College and its students.



Essential

- First degree in a relevant specialism of Visual Communication.
- Expertise and authority in field specialism: Critical understanding of key debates and practices in the subject area and expanded fields.
- Commitment to teaching excellence: Engaged in pedagogic inquiry and teaching development in Visual Communication with the specific focus of fostering a positive learning environment for students.
- Evidence of professional practice, research, knowledge exchange, and/or teaching that contributes to the advancement of relevant activity and is relevant to the goals of the Programme, College and University.
- Commitment to equality of opportunity and the ability to work harmoniously with colleagues and students of all cultures and backgrounds.
- Evidence of the ability to supervise academic work at master's and doctoral level.
- Experience of devising and teaching courses, and setting and assessing written work at undergraduate or postgraduate degree level





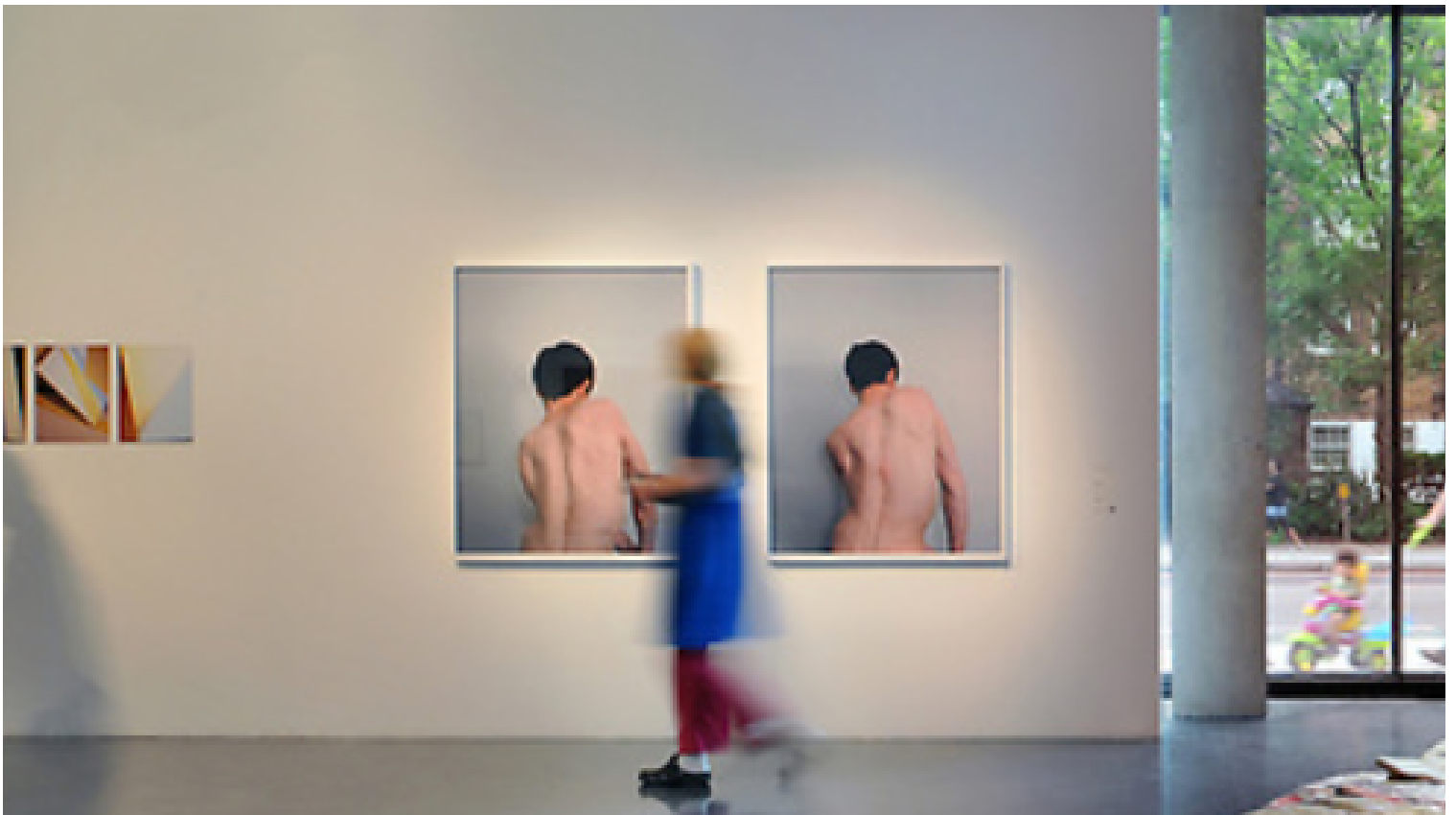
Desirable

- A doctorate in a relevant field or evidence of appropriate professional practice or academic achievement.
- If supervising research students, have completed research supervision training or willingness to undertake and complete appropriate training within two years of appointment.
- A postgraduate certificate (PGCert) in higher education and/or accredited fellow of the Higher Education Academy, or willingness to undertake appropriate training to achieve such within two years of appointment.
- Evidence of, or clear potential to produce, research outputs of at least 3* REF quality in line with the strategic direction of the College.

Pay & Benefits

Additional Information:

- Full time salary - Grade 9: £55,187 - £61,469 per annum including London Allowance: Salary will be pro rata working 4 days per week (0.8fte)
- Fixed term role until 31.8.27
- Normal hours will total 28 hours per week over 4 days, 9.30am to 5.30pm with an hour each day for lunch
- 30 days annual leave plus extended breaks at Christmas and Easter. Pro rata for part time employees
- A contributory defined benefit pension scheme and interest free season ticket loan are available, alongside many other benefits
- The appointment is permanent subject to a two-year probationary period.
- Time to conduct research will be allocated to the person appointed on the basis of the College's Academic Employment Framework. This stipulates a minimum of 20% research time for a research academic.



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