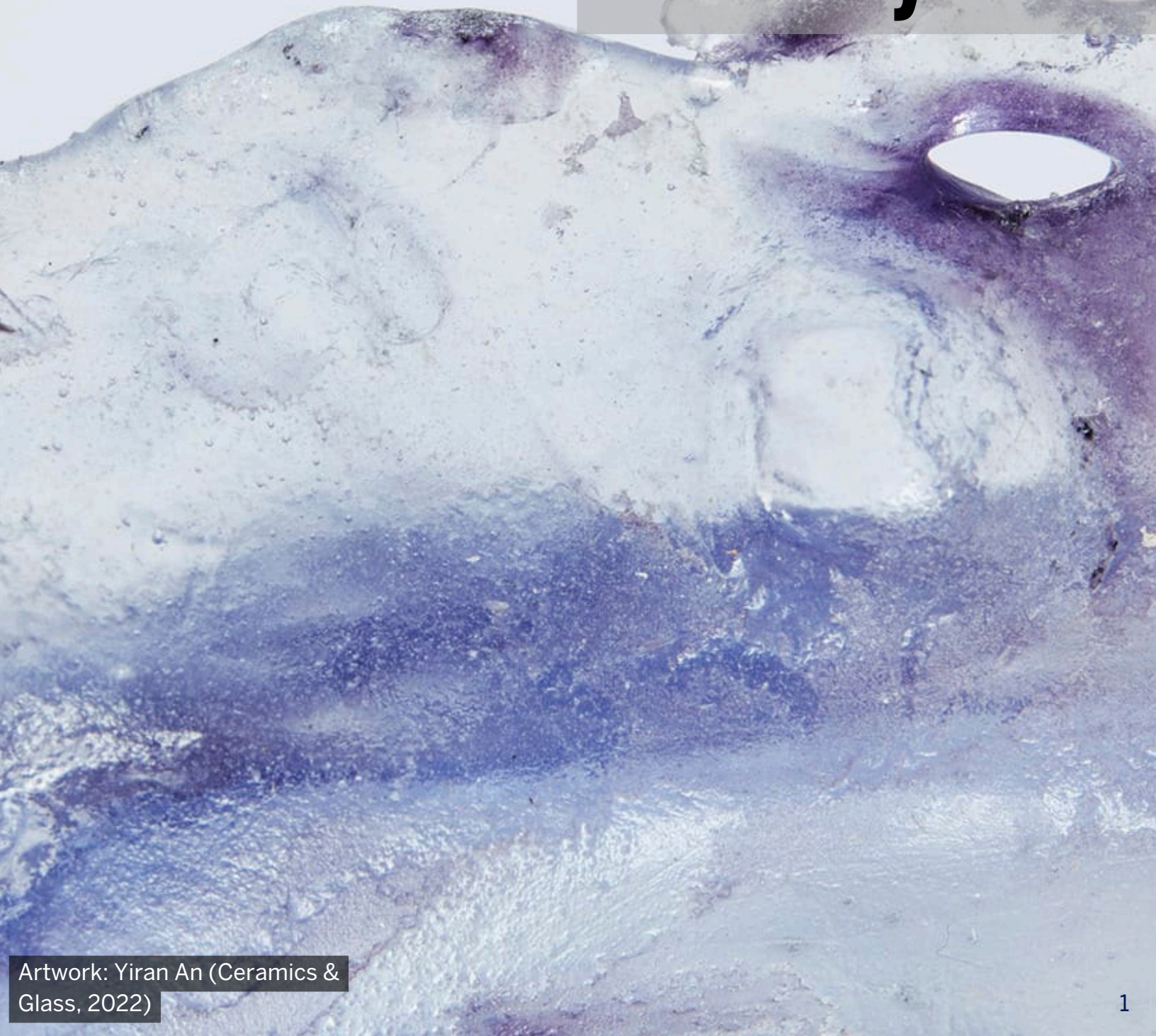


RCA

Innovation and Emerging Technologies Manager February 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 oldest art and design university in continuous operation and today hosts the largest postgraduate community of art and design students globally. The RCA has been ranked the world's number one art and design university for eleven consecutive years by the QS World University Rankings by Subject 2025, reflecting the College's unrivalled reputation for excellence and influence.

The RCA is research-led, with REF 2021 recognising the College as the UK's most research-intensive art and design institution. A growing proportion of our outputs are judged 'world-leading' and 'internationally excellent', and our interdisciplinary research environment brings together artists, designers, architects, technologists and scientists to address global challenges and shape future creative practice.

With more than 25,000 alumni across the world, the RCA's graduates form a unique global network of creative leaders. Our students and alumni are internationally recognised for developing award-winning, sector-defining work — from fine art and architecture to robotics, mobility, material science and cutting-edge design innovation. InnovationRCA, our graduate start-up incubator, is one of the most successful in the UK, supporting high numbers of female-led ventures and delivering exceptional long-term commercial success.



Photo: Richard Haughton

More than 2,800 students study across four Schools and multiple research centres, taking programmes at Graduate Diploma, MA, MFA, MDes, MArch, MEd, MRes, MPhil and PhD levels. Our practice-based model blends academic rigour, creative experimentation and interdisciplinarity, supported by a highly skilled technical workforce and an academic community with deep links to industry, culture, science and the creative sector. The RCA is home to established and developing research hubs including the Helen Hamlyn Centre for Design, the Intelligent Mobility Design Centre, the Computer Science Research Centre, the Textiles Circularity Centre, the Materials Futures Research Group and a forthcoming Centre for Drawing.

The College champions a STEAM vision — integrating science, technology, engineering, art and design — with investment in specialist faculty across fields such as robotics, materials science and computer science. This approach enables our community to tackle urgent global issues including climate resilience, ageing societies, biodiversity loss, the ethics of emerging technologies and the transformative potential of AI.

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.

Our academic faculty bring world-leading expertise and industry insight into a practice-led teaching model. A core academic and research workforce of around 196 FTE is supported by more than 215 Associate Lecturers and a broad network of guest lecturers from across global creative industries and cultural sectors. Distinguished practitioners including leaders from architecture, design, fashion, visual communication, materials science and digital innovation contribute directly to the curriculum.

Our 95 specialist technicians hold deep expertise in areas including digital fabrication, prototyping, film and sound, 3D modelling, metalwork, ceramics, textiles, and emerging technologies. Their knowledge underpins an exceptional hands-on learning environment and ensures students have access to world-class technical support.

Our people form a distinctive creative ecosystem: a collaborative, interdisciplinary community working across disciplines, generations and cultures to shape the future of art and design.



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.

Innovation and Emerging Technologies Manager



Purpose of the post:

The Innovation and Emerging Technologies Manager is responsible for shaping, developing, and executing the Technologies innovation strategy, with a specific focus on emerging technologies. This role involves fostering a culture of innovation across the department, identifying and nurturing high-potential projects, and developing diverse pathways for infrastructure and products to achieve tangible impact. The post holder will lead projects and cross functional workstreams to ensure the College's technology assets are leveraged to create value.

Main Duties & Responsibilities

- Contribute to institutional strategy formation on innovation and emerging technologies, ensuring alignment with the Colleges 5 year strategy, vision and external opportunities.
- Develop and implement a strategic roadmap for innovation, which includes scouting, assessing, and incubating projects across a range of applications, including existing products and building cases for change.
- Responsible for the investigation of complex, institution-wide challenges and opportunities related to innovation, developing and presenting creative solutions to senior leadership.
- Manage and inspire cross functional project teams of analysts and specialists, fostering a collaborative, experimental, and outcome-focused culture that celebrates both success and "intelligent / fast failure".
- Act as a visible champion for innovation, communicating the Colleges vision and influencing stakeholders, including suppliers, staff, students, and external partners, to participate in the innovation ecosystem.
- Establish frameworks and metrics for measuring the effectiveness and efficiency of innovation initiatives and reporting on progress to key stakeholders.
- Oversee a robust and diverse innovation pipeline, from initial ideation and concept development to prototyping and piloting. This includes emerging technologies such as AI, quantum computing, and sustainable technology.



- Responsible for the analysis of emerging trends, market dynamics, and societal needs to inform innovation activities and identify new opportunities for value creation.
- Build compelling cases for change for innovation projects, managing a portfolio that balances risk and reward.
- Initiate and lead internal and external relationships, networks and workshops, bringing together diverse teams and stakeholders to address complex problems and generate innovative solutions.
- Actively build and maintain a network with peer institutions and external bodies to promote best practice and represent the Colleges innovation interests.
- Plan, organise, and manage resources for major innovation projects, ensuring effective allocation of people, budgets, and facilities.
- Oversee project lifecycles using appropriate methodologies, such as Agile and Lean Startup, to ensure the effective and timely delivery of innovation goals.

Additional responsibilities

- Comply with all Royal College of Art policies and procedures
- Carry out risk assessments as required in respect of Health & Safety and Security, taking any necessary actions to ensure a safe working environment
- Undertake any other duties consistent with the role as required and in agreement with the line manager



Essential criteria:

- Strategic and Leadership Expertise: Proven experience in shaping and implementing innovation strategy within a complex organisation.
- Knowledge of Innovation Methodologies: Deep understanding of innovation frameworks (e.g., Design Thinking, Agile, Lean Startup) and their practical application.
- Emerging Technologies Knowledge: A strong grasp of the potential and application of key emerging technologies, with the ability to translate technical concepts for diverse audiences.
- Proactive Communication: Exceptional oral and written communication skills to influence senior leaders, inspire stakeholders, and build collaborative networks.
- Problem-Solving: A creative and resilient approach to problem-solving, with the ability to navigate ambiguity, convene stakeholder action groups and generate impactful solutions.
- Demonstrable relevant experience or qualification at level 6 on the UK Qualification Framework (Bachelor Degree, Level 6 Diploma or NVQ, Degree Apprenticeship)

Desirable criteria:

- Professional qualification in a relevant discipline
- Experience of working in Higher Education
- Experience in the field of art, design and communication



Skills Framework for the Information Age (SFIA)

SFIA Skill Category	Sub-category	Level	Narrative
Innovation (INOV)	Change and transformation	6	Leads the innovation strategy fostering creativity and experimentation.
Research (RSCH)	Change and transformation	5	Explores and pilots new technologies aligned with institutional needs.
Business process improvement (BPRI)	Change and transformation	5	Drives adoption of emerging technologies across college services.
Stakeholder relationship management (RLMT)	Relationships and engagement	5	Builds partnerships across academia and industry to promote innovation.
Strategic planning (ITSP)	Strategy and architecture	5	Integrates innovation plans with the college's strategic roadmap.

Pay & Benefits

Additional Information:

- Full time salary: Grade 9 £55,040 to £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
- A contributory defined benefit pension scheme and interest-free season ticket loan are available alongside many other benefits
- Location: Kensington/Battersea & White City, London, UK/hybrid
- Department: Technology
- Responsible to: Director of Technology
- 1fte and permanent role



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





11 years
as the world's
N°1 University
for Art & Design

QS World University Rankings
by Subject 2015-25

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