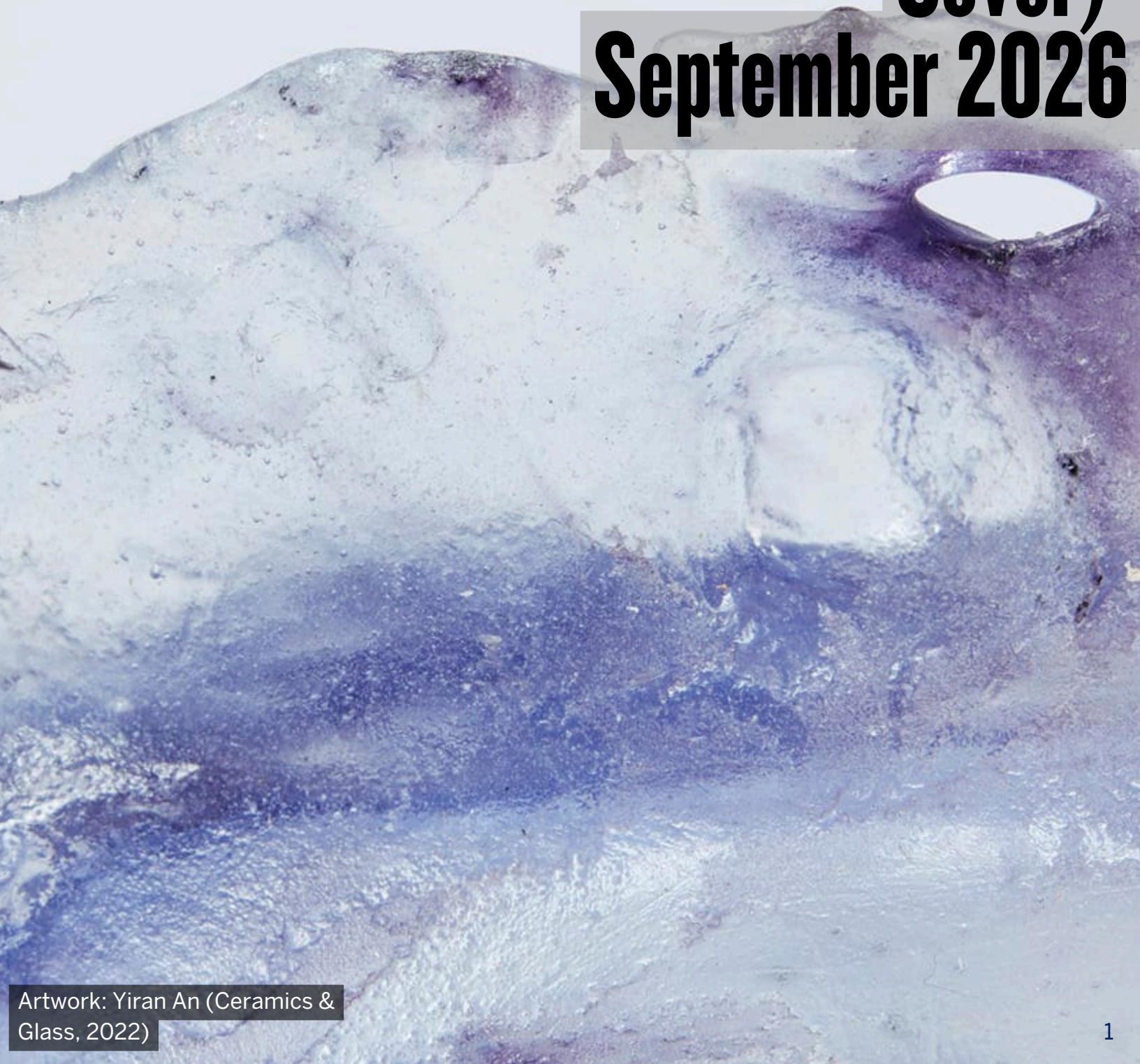
RCA

Technical Lead Instructor - Future Materials (Maternity Cover) 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:

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.

We are seeking an experienced, adaptable, and highly motivated individual to manage the Sculpting, Mould Making, Casting and Bio Materials Department at the Royal College of Art. The department consists of two separate workshops, one specialising in Sculpting, Mould making and Casting for Art Fabrication and Product Development, the other a Bio Material laboratory, both unified by their forward-thinking approach to materials.

You will be an expert in the areas of sculpture, moulding, casting and art production, serving as the definitive source of knowledge in these areas, as well as leading a small multidisciplinary team of technical experts with wide-ranging specialisms. This role seeks to continue to support this team to further develop the strong culture of positive interdisciplinary collaboration across the RCA and lead in supporting student, staff and research projects within these specialisms.

This role is based onsite in a specialist resource we call the Future Materials Workshops at the RCA's Kensington campus. It involves the day-to-day management of the space, including the line management of a small technical team. You will be an expert in the field of moulding and casting with extensive knowledge in sculpting, art fabrication and production. The role will require you to be responsible for ensuring the effective provision and availability of specialist equipment and work areas to support academic delivery, student learning, research, and knowledge exchange. The role requires planning, organising, and delivering high-level technical instruction, demonstrations, and guidance, while also supporting and managing technicians to do the same. You will take an active lead in maintaining and improving health and safety standards, ensuring best practices are consistently applied.

Administrative responsibilities include budgeting, purchasing, task allocation, supervision, and performance management through regular reviews and the College's appraisal process.
Working closely with Master's students, you will support independent research and experimental work acrossa wide range of materials and processes, fostering a culture of peer-to-peer learning and continuous development within a collaborative technical team.

Main Duties and Responsibilities

- Plan, organise and deliver technical instruction, support, advice and demonstrations in the Future Materials Workshops and related technical processes.
- Take a lead in supporting Casting,Composites, Biomaterials and Biotechnologies work within the College, including the research, buying and setting up of new equipment and services.
- Manage the day-to-day operations within the Future Materials technical spaces, including the line management of assigned technical staff within the area. Take responsibility for the allocation and supervision of daily tasks, carrying out regular reviews and settingand monitoring objectives through the use of the College appraisal process.
- Monitor work being carried out in the Future Materialstechnical spaces, ensuringhigh standards of health & safety and housekeeping at all times.
- Take a lead in the research, buying and setting up of new equipment and services by maintaining industry links and identifying new and relevant technologies and practices.
- Ongoing learning in the field of Casting, Composites, as part of a dynamic team.
- Assist students and staff of all abilities in problem solving and finding technical solutions.
- Promote best practice within the Future Materials technical spaces by maintaining and servicing specialist equipment, monitoring safety and keeping accurate records. This includes the completion of risk assessments, ensuring that all assessments are suitable, sufficient and remain up to date.
- Supporting college Teaching, Learning & Research activity that may require support and engagement with Casting, Composites and Biomaterials, as appropriate for the role.
- Develop, create and maintain learning and promotional material.
- Participate in the reviewing and monitoring of technical facilities. Liaise with Academic, Professional Services, IT Services, Research staff and all other users with regards to the current resource provision and future developments.
- Represent technical services and the Future Materials team by attending appropriate meetings as agreed with the Technical Coordinator.
- Comply with all Royal College of Art policies and procedures.
- Support events and exhibitions as required including the handling, transportation and installation of art works.
- Assist in the selection, training, induction and supervision of new and temporary staff.
- Undertake any other duties consistent with the role as required and in agreement with the Technical Coordinator and or Technical Services Manager.

Essential Criteria

What are we looking for?

We are looking for someone who thrives in a fast paced environment and is passionate about problem solving through hands-on teaching and learning. The ideal candidate will have:

- Experience managing and administering for the effective day-to-day operations within a similar workshop space.
- A strong background and technical expertise in either sculpting, mould making, casting, silicones and resin, and composite materials, with a deep commitment to supporting experimental and practical work across a diverse range of materials and processes.
- Experience providing highly skilled technical assistance, guidance and instruction for a wide variety of making processes to support complex project development.
- The ability to motivate, lead and line manage a small team of dedicated technicians to ensure the effective provision and availability of specialist equipment, processes and work areas.
- An interest in Bio fabrication and technologies, and the future of material development.
- A forward-thinking approach, with a focus on innovation and the continued support of the technician's advancement in these specialist areas.
- A commitment to high-quality outcomes for both staff and students and a passion for experimental work and collaborative learning.

Please be aware that the questions within the application form are an important first step in the interview process. We ask you to take time to provide full detailed responses as they will play a key role in determining whether you progress to the next stage

We acknowledge that AI can be a useful tool; however, these application questions have been selected to showcase the expertise and knowledge you will bring to the role. We value hearing your personal experience and ask that you consider answering them in your own words to demonstrate your background in this technical field.

Please see the information pack for furtherdetails of this exciting new role. If you would like further details or an informalchat about the role, pleasecontact Alastair Hamer - Technical Services Manager - Technology via email alastair.hamer@rca.ac.uk

This role involves

- Significant highly skilled specialist knowledge of complex mould making processes and casting skills, including but not limited to, working with silicones, resins, rubbers, foams, wax, jesmonite, gypsum and cementitious materials as well as glass reinforced polymer laminates.
- Significant knowledge and experience of prototyping, modelmaking and 3D making techniques and processes.
- Knowledge and experience of COSHH, Healthand Safety issuesand Risk Assessment procedures.
- Experience of budget management and procurement.
- Experience of planning and delivering in person technicalworkshops.
- The ability to effectively lead a smallteam of staffacross a rangeof specialist areas.
- Excellent communication and interpersonal skills
- The ability to use initiative and work as part of a team.
- Excellent organisational, time management, planningand problem solvingskills.
- Excellent user focus and a flexibleapproach.
- Experience of Digital Learning Environments and creating online learning materials is desirable but not essential.

Pay & Benefits

Additional Information:

- Full time salary - Grade 8: £49,680 - £53,756 per annum including London Allowance:
- Maternity cover role - 12 months FTC
- Normal hours will total 35 hours per week over, 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
- Department: Education and Student Success
- Responsible to: Technical Coordinator - Intelligent Manufacturing and Research Resourcing
- Responsible for: In-Sessional Associate Lecturer and other in-sessional teaching resource as allocated
- Location: Kensington - Onsite working

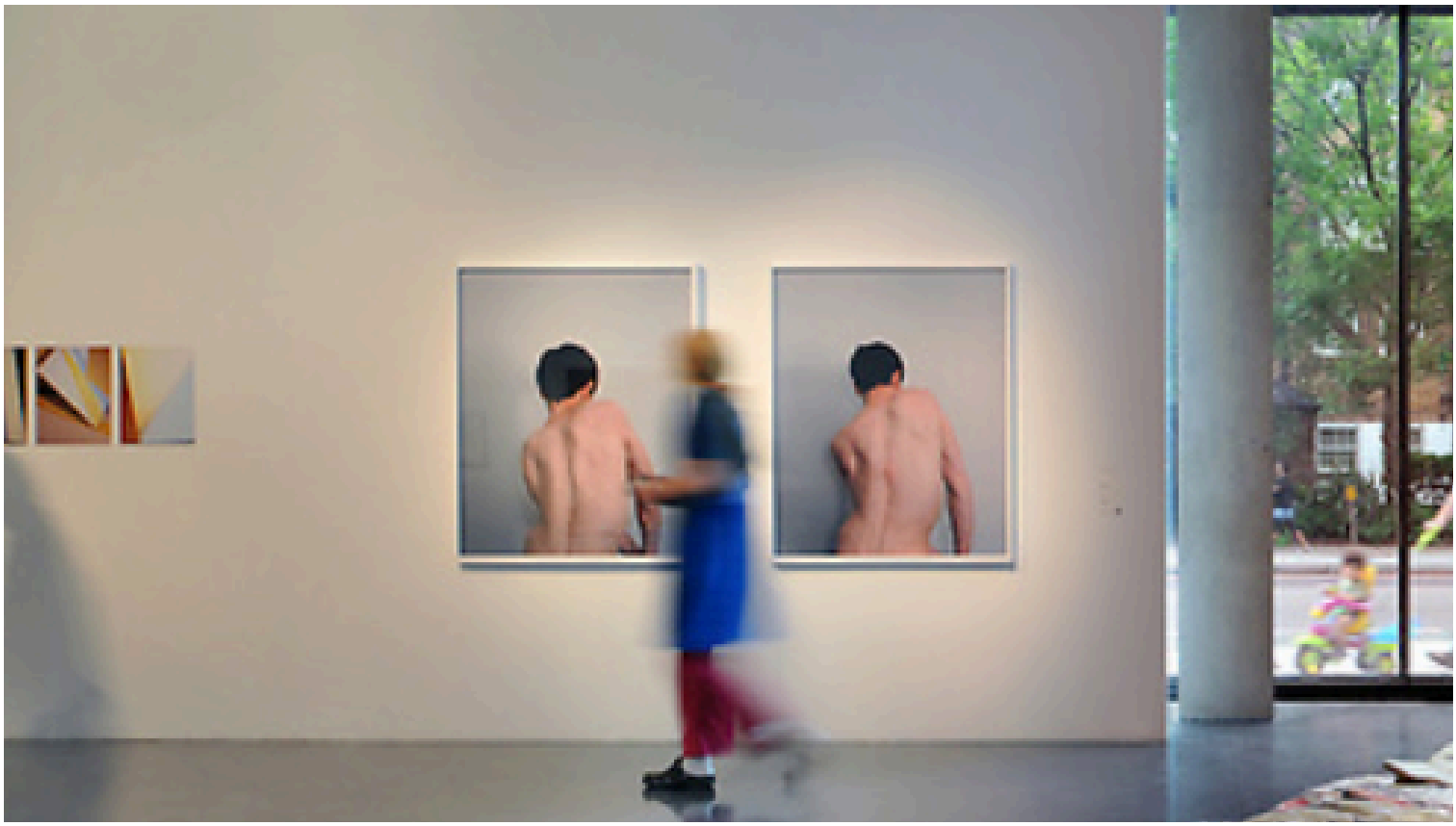

Photo: Philip Vale

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

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

QS World University Rankings by Subject 2015–26