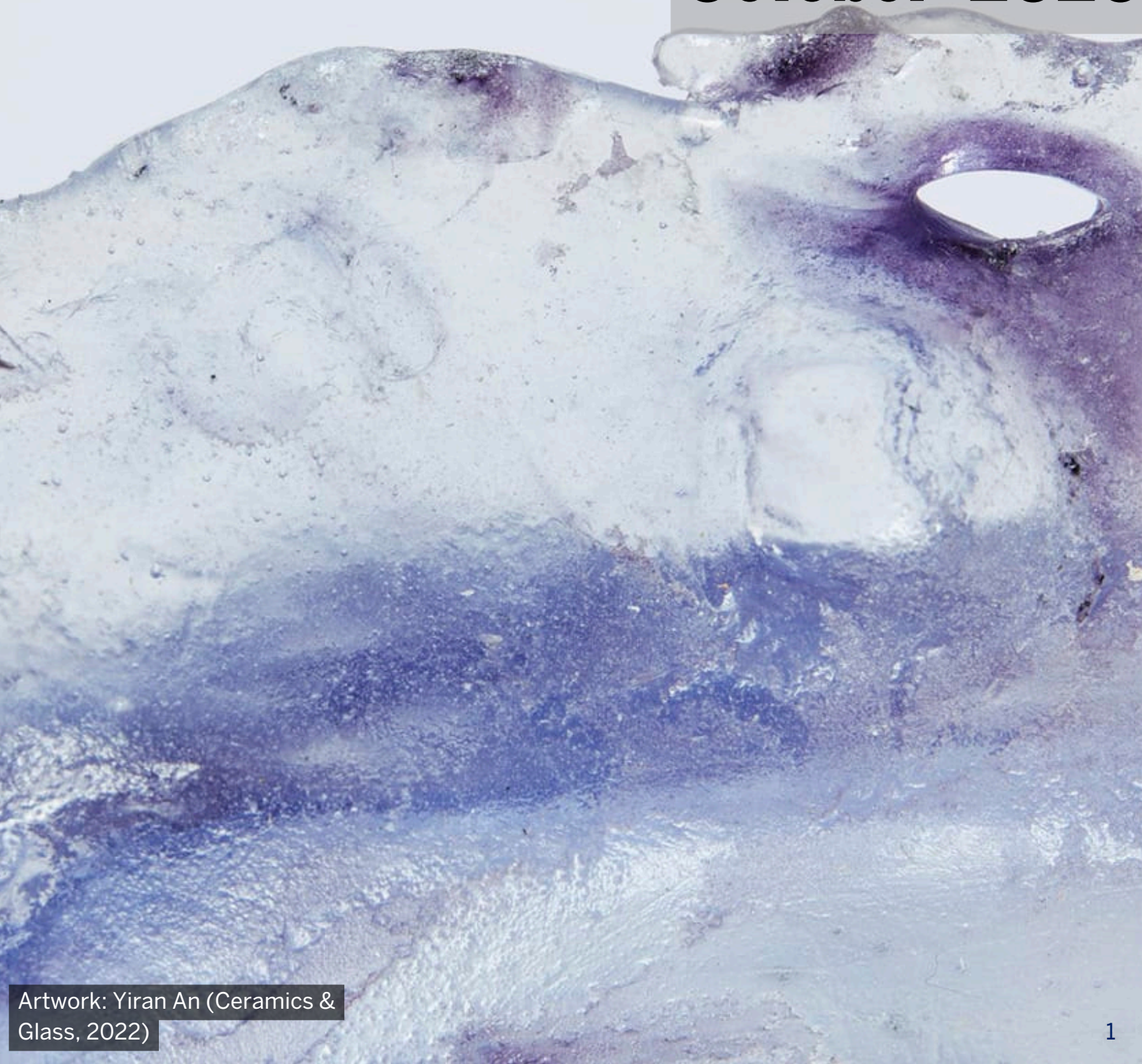
RCA

Tutor (Research) Artificial Intelligence & Digital Art October 2026



Artwork: Yiran An (Ceramics & Glass, 2022)

CONTENTS

Photo: Richard Haughton

3	About RCA
4	Our Strategy
5	Our People
8	Our Values
9	About the Role
14	Person Specification
15	Pay and Benefits

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 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.

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 to shape and develop our understanding of how creativity and culture can become the most significant agents of change. Graduates from the School lead influential careers worldwide, making significant contributions across the international cultural landscape

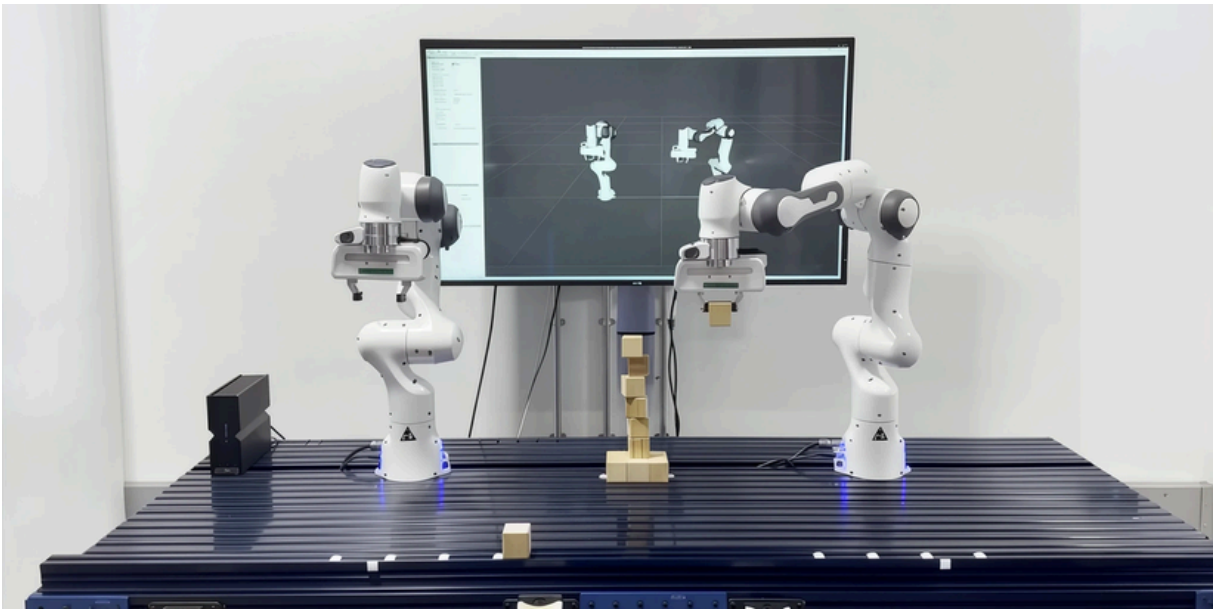
Programme

Artificial Intelligence (AI) does not exist separately from culture. It is shaped by particular histories, forms of knowledge, infrastructures, labour and material resources, and is encountered differently across communities and places. MA/MFA Artificial Intelligence & Digital Art (AiDA) approaches these relationships through an intersectional lens, considering how race, gender, class, disability and geography interact to shape participation, representation and power within AI and contemporary art.

AiDA is a research-led studio programme for artists seeking to critically engage with these issues. Students investigate how AI is imagined through images, narratives and ideologies; how it is made through data, labour, computation and material infrastructures; and how it is experienced through bodies, environments, institutions and everyday life.

Combining contemporary art, creative coding and computational practice, AiDA develops the critical and technical agency to question our relationship to AI, reconfigure it, and propose alternatives through artistic practice.

Working across photography, installation, performance, robotics, software, data, moving image and networked media, students develop practices that bring computational systems into dialogue with the social, political, material and cultural worlds in which they operate.



Purpose of the post

We seek to appoint an established computational researcher, creative technologist or artist with expertise in creative coding, machine learning and artificial intelligence to lead Creative Coding within AiDA.

The post holder will support students from diverse disciplinary and technical backgrounds in developing computational fluency as part of their artistic practice. They will lead teaching in Creative Coding, establishing foundations in programming and computational thinking while supporting progression towards more advanced engagement with machine learning, generative and agentic AI, and computational systems. They will support students in examining how datasets, models and computational methods encode assumptions about people and cultures, and how artistic interventions can question these assumptions. Teaching will recognise unequal access to technical knowledge and resources, creating routes into computational practice for students with different experiences and access needs.

The purpose of this teaching extends beyond developing technical competency. The post holder will use creative coding as a site for practice-led experimentation and research, exploring novel ways in which artists might work with, intervene in and reconfigure AI systems. Rather than approaching AI as a fixed set of tools or platforms, they will enable students to understand how computational systems are constructed and operated, and develop the technical confidence to construct, alter and interrogate them through creative practice.

A key part of the role will be to translate emerging developments in AI and computation into new possibilities for artistic experimentation, while recognising that artistic practice can itself generate new computational questions, methods and forms of knowledge. Teaching will therefore be research-driven: experiments developed through the curriculum should have the potential to open new areas of enquiry, inform the post holder's own research and contribute to the wider research culture of AiDA and the College.

The post holder will work closely with other members of the AiDA team to connect computational learning with the programme's wider studio and research culture. They will contribute to the continuing development of AiDA's technical and research agenda, helping the programme remain responsive to a rapidly changing technological field while developing distinctive, critical and artist-led approaches to AI.

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 ·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

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 to the annual MA AiDA programme, as well as design summer short course and other ad hoc short courses designed within the programme
- 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

Skills, knowledge and experience

Essential

- National or international profile in machine learning, creative coding or computational art.
- Advanced programming skills and expertise in creative coding, contemporary AI or machine-learning methods.
- ·Ability to teach programming and computational concepts clearly to postgraduate artists with varied technical experience.
- Experience with contemporary AI systems, with the ability to critically examine bias, representation and the cultural assumptions embedded in data and models.
- Ability to communicate technical ideas across diverse artistic and cultural backgrounds, adapting teaching to different prior experience and access needs.
- Evidence of research excellence and a research plan aligned with the College's standards.
- Proven ability to deliver high-quality teaching at postgraduate level.
- Commitment to inclusive and supportive learning environments.
- Strong communication and collaboration skills.
- A doctorate in relevant field or evidence of appropriate professional practice or academic achievement
- Fellowship of the Higher Education Academy (or willingness to obtain within two years of appointment)
- Evidence of the ability to supervise master's level student research, dissertations and major projects.
- Research supervision training completed, or willingness to undertake appropriate training within two years of appointment.

Desirable

- Experience of Open-source software development and Cloud development.
- Experience of successful grant or project funding.
- Evidence of the ability to supervise doctoral research students and contribute to a thriving research culture.

Pay & Benefits

Additional Information:

- Full time salary: Grade 9 £56,192 - £62,600 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,
- Pension, cycle to work scheme, interest-free season ticket loan are available alongside many other benefits
- Department: School of Arts & Humanities
- Programme: Artificial Intelligence and DIgital Art
- 1FTE and permanent role.
- Responsible to: Head of Programme
- Working hours 9.30am to 5.30pm with an hour each day for lunch.
- 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.
- The successful candidate will be required to work at Kensington / Battersea and across the RCA's other London sites as necessary and reasonably requested.

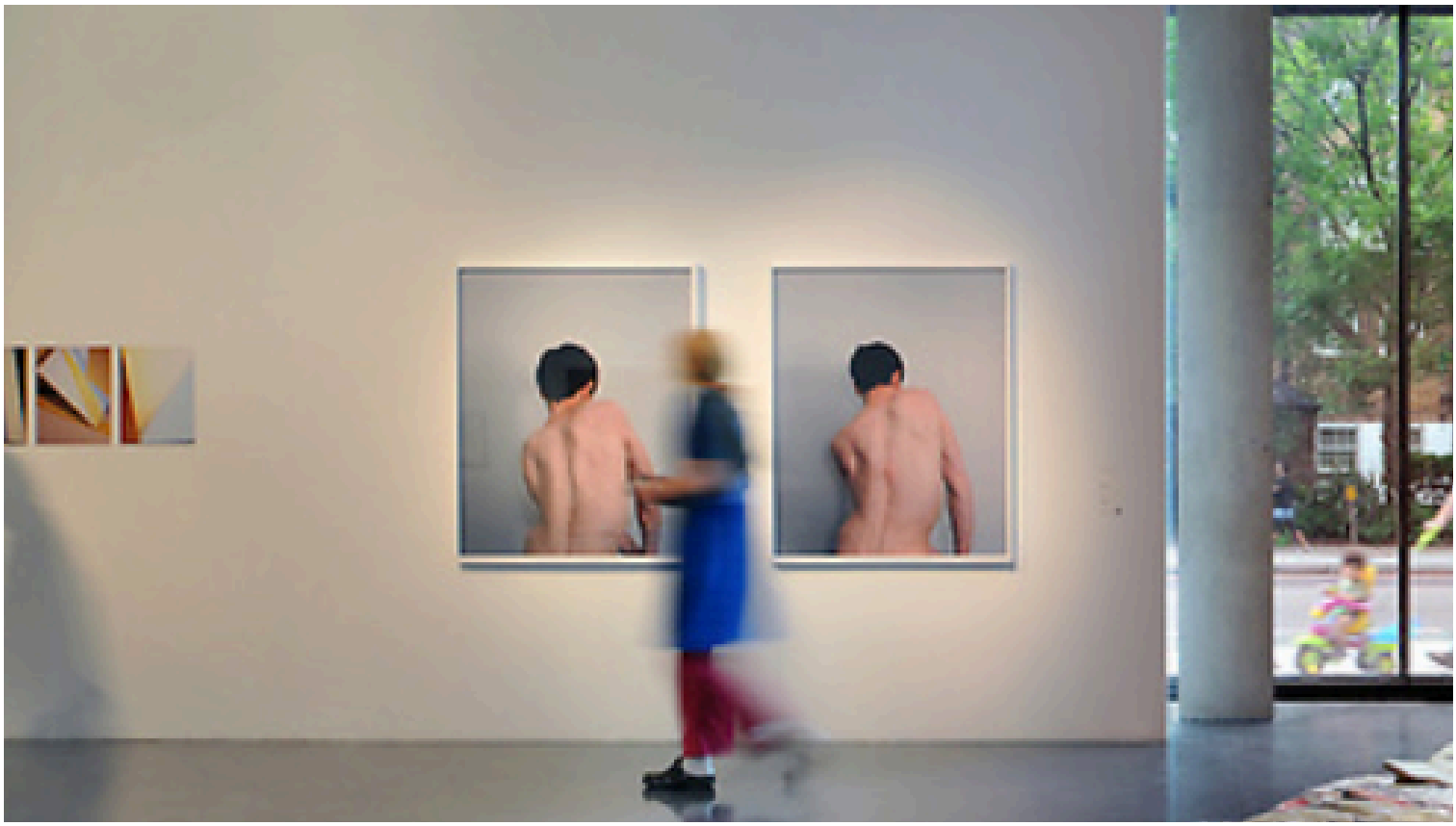


Photo: Philip Vale

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

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