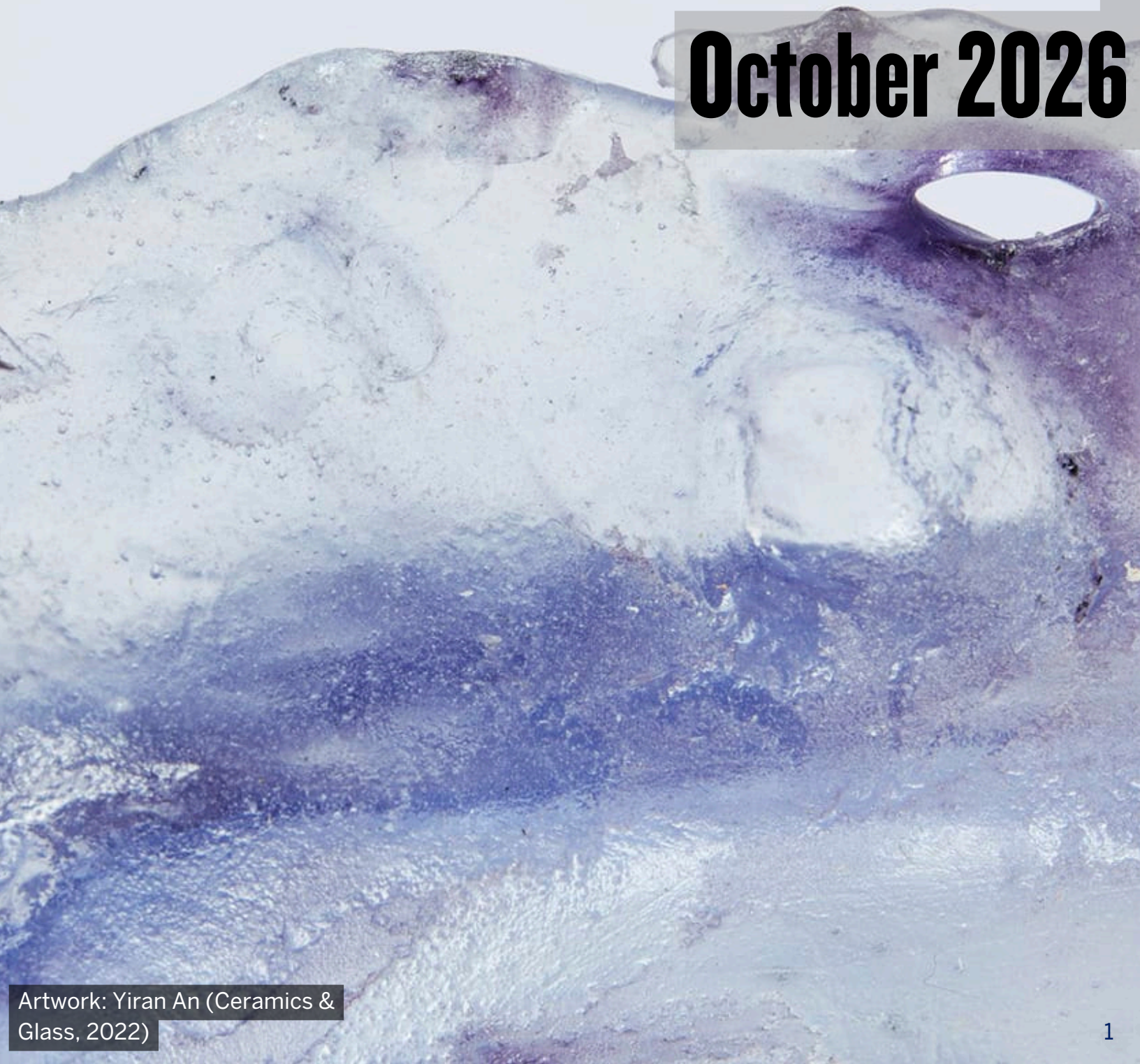
RCA

Senior Tutor (Research) School of Architecture

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**
13	**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 & 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.

Senior Tutor (Research) School of Architecture



Purpose of the post

Working closely with the Research Lead and Dean, the postholder will play a central role in the School of Architecture's preparations for REF 2029, leading key aspects of research output review and academic assessment. They will also contribute to the implementation of the School's Research Strategy, with its emphasis on strengthening research leadership, fostering interdisciplinary collaboration, and advancing research addressing social and environmental challenges.

The postholder will support colleagues in developing competitive research funding proposals through academic review, constructive feedback, and mentoring, as well as providing advice and support on funded projects. They will also contribute to the development and delivery of the School's Annual and Strategic Research Programmes and other research initiatives, helping to strengthen research culture in the School.

Alongside these responsibilities, the postholder will maintain an active programme of research, producing high-quality research outputs, developing collaborative projects, and supporting an inclusive and impactful research culture.

The role also includes wider academic citizenship responsibilities, such as participation in research student recruitment, quality assurance, mentoring colleagues, committees, and engagement with industry, cultural organisations, and professional partners to advance knowledge exchange and create opportunities for students, staff, and the wider community.

The role requires an established academic with a strong research profile, demonstrable experience of reviewing and supporting the development of research funding applications, and substantial experience of leading REF preparation activities.

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 postgraduate research students, including through participation in progression reviews and MPhil/PhD examination as required, ensuring a rigorous and fair assessment of the work
- 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 the development and enhancement of new and existing programmes and pathways, ensuring high quality academic content and innovation in learning and teaching, and assessment
- Contribute to teaching delivery, leading on allocated areas and delivering high quality teaching content that meets the needs of individual students
- Contribute to postgraduate research student development through research seminars, academic reviews, and feedback, as appropriate.
- Chair the relevant assessment boards as permitted under college regulations
- Explore and exploit the possibilities for collaboration with programmes in and beyond the school
- Brief external contributors to programmes, such as guest lecturers or speakers from industry, ensuring support and guidance as appropriate to the programme



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 Research Lead and the Dea
- 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 research projects, building a programme of research which contributes to the overall standing and reputation of the College and contributing to School research funding targets
- Lead a research group, if appropriate, managing successful delivery of research objectives, and ensuring effective collaboration and high quality outputs
- Provide research mentoring to others as appropriate, supporting and advising on research projects to help ensure optimal outcomes
- Develop and submit funding bids making a significant contribution to securing research funding in line with School targets
- Explore and exploit the possibilities for research collaboration with colleagues in and beyond the School
- Support the implementation and development of the School of Architecture's research strategy and associated research activities and initiatives, including its Annual and Strategic Research Programmes, working closely with the Research Lead and Dean
- Contribute to the development of strategic research projects and priorities across the School.
- Review research funding proposals developed by School staff, providing constructive academic feedback to strengthen submissions.
- Provide academic advice and support on funded research projects, as appropriate.
- Support the tracking of funding submissions and follow up with colleagues on agreed deadlines and actions.
- Support the preparation for REF 2029, including the review of potential REF outputs, working closely with the Research Lead and Dean.
- Work closely with School research leadership and academic colleagues to support research culture and capacity building.
- Contribute to an inclusive and collegiate research culture, working effectively with colleagues across the School and College.

Main Duties and Responsibilities

Academic management, administration & citizenship

- Participate in research student recruitment, including assessing student research proposals and academic potential
- Promote the College to potential students, through speaking engagements, attendance at promotional events, or other relevant activities
- 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, especially representing the School on agreed research-related committees and working groups.
- Contribute to annual programme monitoring, ensuring quality and identifying areas for improvement
- Support the development of tutors and visiting lecturers through mentoring, advice and feedback
- Manage projects to ensure high quality delivery on time to budget
- Contribute to the College's strategic plan

Knowledge transfer & executive education

- Actively build relationships with industry, and other relevant funding partners to promote the College and its students, to develop potential research and other revenue opportunities
- Lead or support proposals for executive education and knowledge exchange and manage any courses or grants awarded to ensure delivery of objectives
- Develop opportunities for executive education and knowledge exchange and lead on projects ensuring value for the College



Skills, knowledge, and experience

Essential

- A first degree in a relevant specialism
- A doctorate in architecture or a related field.
- An established research profile in architecture or a closely related field, with a track record of successfully securing competitive research funding and producing high-quality research outputs.
- Substantial experience of leading REF preparation activities, including research output review and academic assessment, at School, departmental, or institutional level.
- Significant experience of peer reviewing research funding applications and assessing their quality.
- Experience of research leadership, including supporting or mentoring colleagues.
- If supervising research students, have completed research supervision training or willingness to undertake and complete appropriate training within two years of appointment
- Knowledge of the UK higher education research environment, including REF requirements, university research strategy, governance, and funding processes.
- Commitment to high quality teaching and fostering a positive learning environment for students.
- Commitment to continuous professional development
- Evidence of the ability to supervise academic work at masters and doctoral level
- Proven record of producing research outputs of at least 3* REF quality
- A recognised international profile in relevant specialist field
- Evidence of the ability to act as principal investigator or co-investigator
- Excellent written and verbal communication skills, with the ability to provide rigorous and constructive feedback to academic colleagues.
- Ability to work effectively and collegially with colleagues from different disciplines, cultures, and backgrounds.



Desirable

- Experience as a member of national or international research funding peer-review panels, committees, or assessment bodies.
- Experience of formal research assessment processes, including REF review or equivalent national or international exercises.
- Experience of assessing practice-based or practice-led research outputs.
- Experience of postgraduate research assessment, including MPhil/PhD examinations or progression reviews.
- Significant contribution as an effective teacher of postgraduate students and, through teaching, significant contribution to the advancement of the subject
- Experience of devising and teaching courses, and setting and assessing written work at postgraduate degree level
- 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



Pay & Benefits

Additional Information:

- Job title: Senior Tutor (Research)
- Grade 10 £66,099 - £73,751 per annum including London Allowance
- Department: School of Architecture
- Responsible to: Dean of School of Architecture
- Location: RCA campuses, London, with hybrid working in line with College policy
- Contract: Part time 0.75FTE, fixed term for 30 months
- 30 days annual leave plus extended breaks at Christmas and Easter, at the discretion of the College. Pro rata for part time employees.
- Cycle to work scheme, pension, Interest-free season ticket loans are available alongside many other benefits.

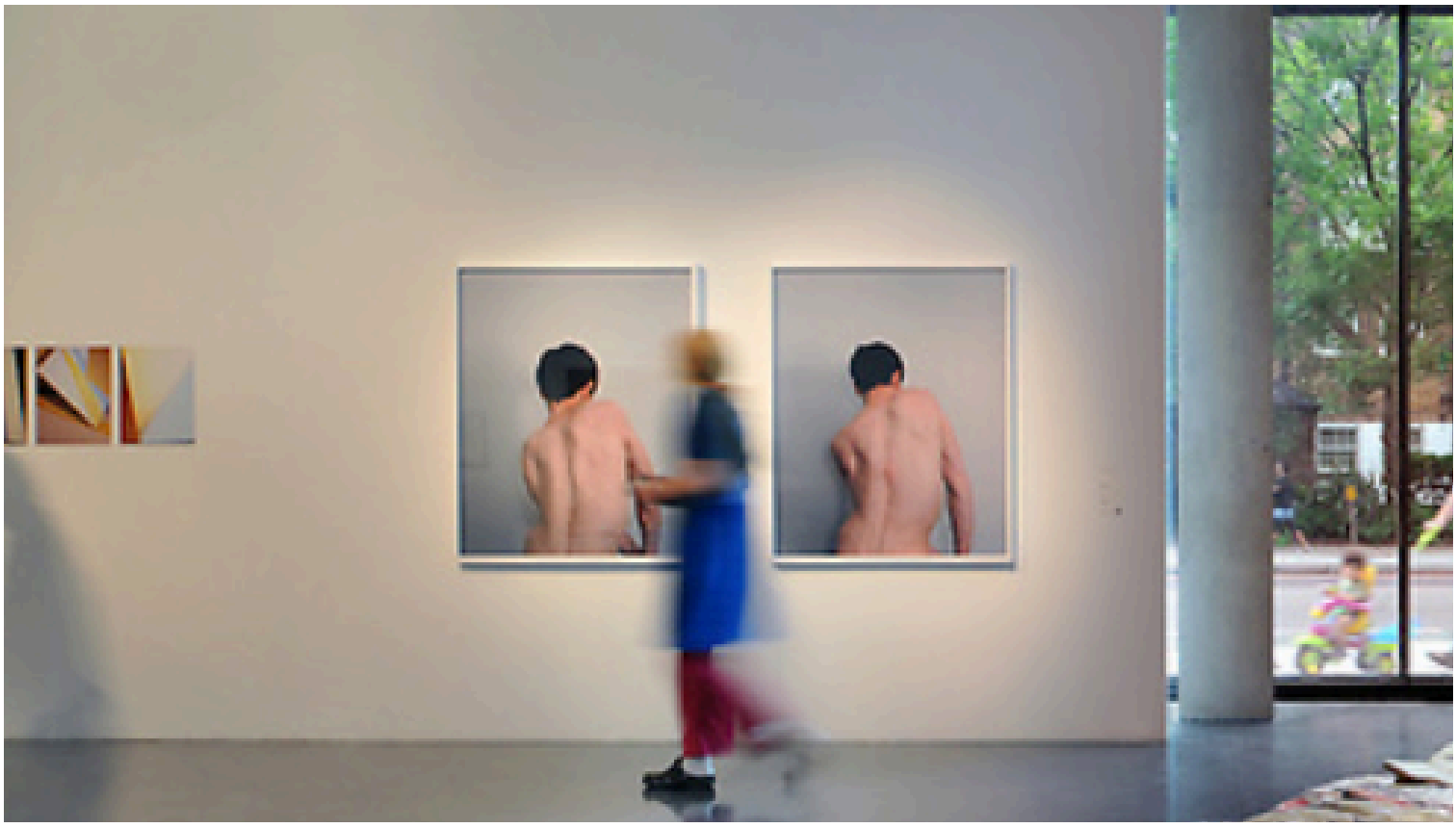


Photo: Philip Vale

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


1
12 YEARS as the world's
N°1 University for Art & Design
QS World University Rankings by Subject 2015–26