RCA

Associate Lecturer (Exhibition) Artificial Intelligence & Digital Art (AiDA) November 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**
12	**Person Specification**
13	**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.

Associate Lecturer (Exhibition)

Role profile

This Associate Lecturer role will support students in presenting their work publicly and developing the knowledge, relationships and methods needed to sustain an artistic practice. They will bring curatorial and production judgement to the MA exhibition, helping students realise ambitious works and understand how spatial, technical and interpretive decisions shape their public encounter. They will help students plan for audiences with different access needs and cultural experiences, treating accessibility and participation as part of exhibition-making from the outset.

Professional practice will address the particular challenges of artworks whose technologies, behaviours and forms may change over time. The post holder will help students consider documentation, archiving, conservation and maintenance as part of artistic decision-making, examining what needs to be preserved and what may remain variable. This will include questions of technological obsolescence, dependence on external platforms, and how works can be understood, cared for and presented again beyond their initial exhibition.

Through invited practitioners, workshops and individual guidance, they will connect these concerns with opportunities for artistic careers. Students will encounter different routes through exhibitions, commissions, residencies, collaborations and further research, alongside practical questions of funding, contracts and professional relationships. The role will help them communicate their work, plan for its continuing life and develop credible ways of sustaining their practice beyond the College. They will address how intersecting inequalities influence access to networks, funding and visibility, supporting students in identifying routes suited to their circumstances and in developing equitable professional relationships.



Main Duties and Responsibilities

Associate Lecturer

Associate Lecturers (ALs) at the Royal College of Art (RCA) contribute high quality, postgraduate teaching and tuition to complement and enhance core teaching delivery of Programmes across Schools and Directorates.[1] ALs bring leading industry expertise and specialism, often from diverse disciplines and sectors, ensuring students receive depth and diversity in their Programme learning, and multi-disciplinary input during their studies. Depending on the specific scope of your employment you will be required to fulfil elements of the following as appropriate, directed by your Senior Tutor, Head of Programme, or Dean:

Learning & teaching

• Contribute to teaching, delivering high-quality teaching content that meets the needs of individual students.

• Contribute to, deliver cross-school and cross-disciplinary teaching and related activities as appropriate.

• Provide academic, pastoral and technical (as appropriate) tutorial support to students, including regular on-to-one meetings as agreed.

• Provide regular feedback to students to help them develop their skills and improve the quality of their work.



[1] ALs are not expected to participate in research but are expected to deliver research based postgraduate teaching

• Provide up-to-date knowledge of subject area and professional contexts

• Keep abreast of innovation and best practice in learning and teaching

• Continually update own knowledge and understanding in academic specialism

• Participate in the assessment of student work[1].

Academic delivery, administration & citizenship

• Attends (as appropriate to their fraction) some School Wide or Programme Level planning events as part of Academic delivery, administration & citizenship.

• Participate in 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.

• Contribute to curriculum design and supporting material to help ensure high quality academic content and innovation in learning and teaching, and assessment.

• Participate and contribute to Staff Student Consultative Committees in the review of Unit delivery.

• Be committed to the College objectives for Equality and Diversity and participate in mandatory College training, including Unconscious Bias training and Diversity Awareness development.



[1] ALs may contribute to (but will not be responsible for) summative assessment. The role of ALs in summative assessment remains subject to further review.

Person Specification Skills, knowledge and experience

Essential

• Experience supporting, organising or curating contemporary art exhibitions with complex technical and production requirements.

• Understanding of the documentation, archiving, conservation and maintenance challenges of digital, interactive, AI-based or other variable artworks.

• Ability to help artists identify what is integral to a work and develop appropriate approaches to its future presentation, adaptation and care.

• Knowledge of career development routes for contemporary artists, including exhibitions, commissions, residencies, funding and collaborative practice. Understanding of barriers to participation and progression, and the ability to advise artists with differing resources, access needs and professional networks.

• Ability to select and coordinate external contributors who connect specialist knowledge with students' artistic and professional needs. Ability to bring a range of cultural perspectives and career experiences into the programme.

• Experience teaching, mentoring or advising artists, with the ability to communicate practical and critical questions clearly.

• Ability to coordinate exhibition planning and concentrated installation periods within a fractional appointment.

• Commitment to high quality teaching and fostering a positive learning environment for students.

• Commitment to continuous professional development.

• Commitment to equality of opportunity and evidence of the ability to work harmoniously with students of all cultures and backgrounds.

• Experience of one to one and group teaching and tutoring on-line and through blended learning modes.

• Experience of the industry context relevant to the recruiting programme.

Desirable

• A Masters degree in a related discipline.

• Evidence of the ability to supervise academic work at Masters levels as appropriate to the role.

• Experience of devising and teaching courses at Masters level informed by quality imperatives for the student experience.
• Experience documenting, conserving, maintaining or re-presenting technologically complex artworks.

• Familiarity with artist interviews, installation instructions, technical documentation and archival records.

• Knowledge of how software, hardware and external service dependencies affect the longevity of artworks.

• Professional relationships with artists, curators, conservators, producers, archives or commissioning organisations.

• Experience supporting artists with portfolios, funding applications, proposals, contracts or approaches to galleries and other cultural organisations.



Pay & Benefits

Additional Information:

- Full time salary: Grade 8 £50,575 - £54,732 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: Arifificial Intelligence and Digital Art (AiDA)
- 0.2FTE and fixed term until 31 August 2027.
- Responsible to: Head of Programme
- Working hours 9.30am to 5.30pm with an hour each day for lunch.
- Location: On site at the Royal College of Art, Kensington & Battersea Campuses, London

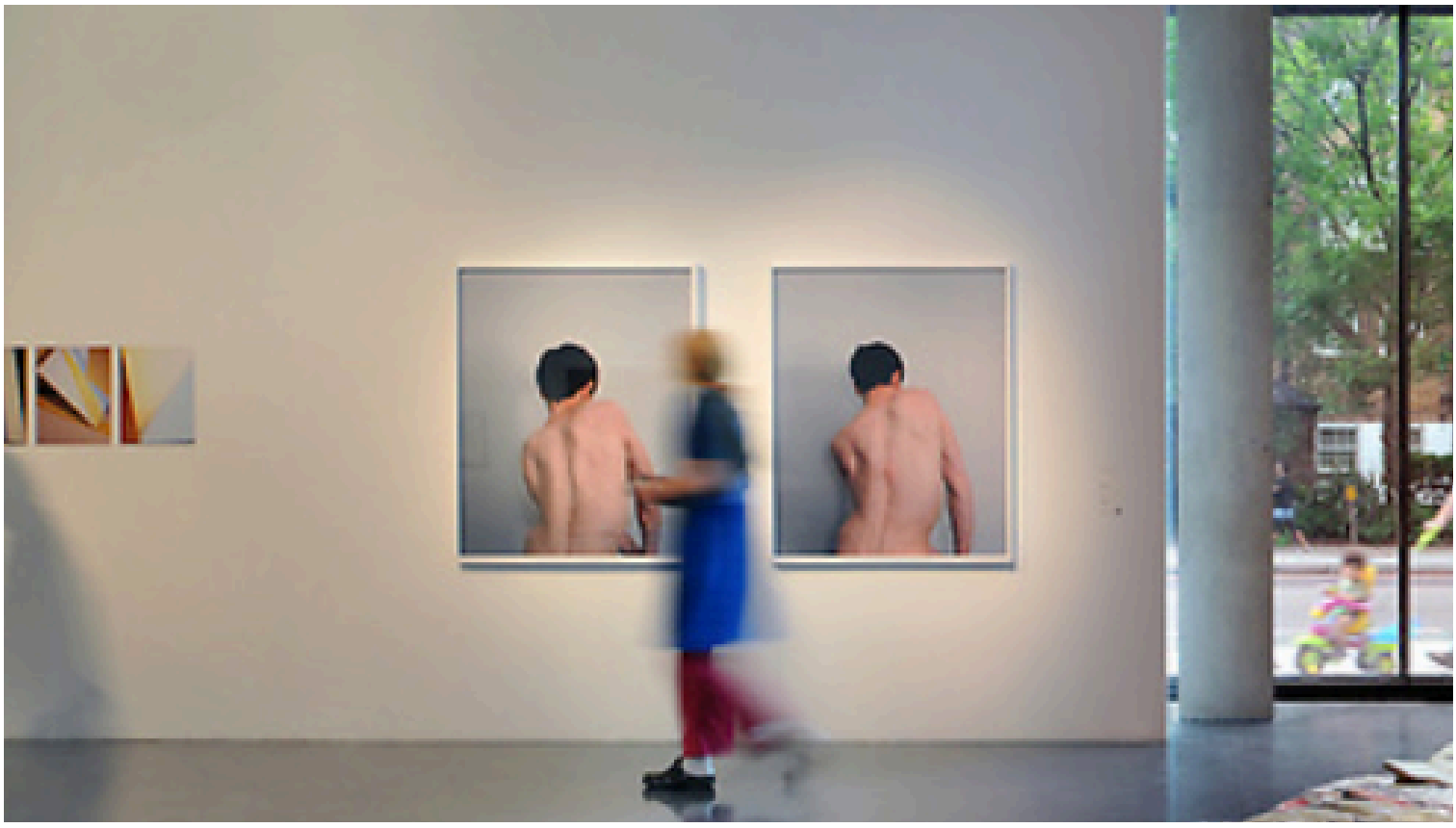


Photo: Philip Vale

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.