

RCA/180



Royal College of Art
180 Years of Innovation, Art & Design

ROYAL COLLEGE OF ART

JOB DESCRIPTION

Role:	LDoc Creative Economy Engagement Post Doctoral Research Fellowship: Personal and Organisational Processes to Increase Innovation and Creativity
Department:	Helen Hamlyn Centre for Design
Grade:	7
Responsible to:	Director of Helen Hamlyn Centre for Design
Location:	Battersea

Background:

The Royal College of Art is the only entirely postgraduate institution of university status devoted to research and knowledge exchange, teaching and practice in art, design, communication and humanities. For 2017/18 the College will have around 2100 students registered for MA, MRes, MPhil and PhD degrees, and a total of approximately 400 staff, both full-time and part-time. There are in excess of 240 research students, supported by a team of more than 100 tutors and supervisors.

The College is located on three sites in Central London, in South Kensington, Battersea and White City. The campus in South Kensington includes among its neighbours Imperial College London, the Victoria & Albert Museum, the Royal College of Music, the Natural History Museum and the National Museum of Science and Industry.

The Battersea Campus, which hosts the School of Fine Art, the Helen Hamlyn Centre for Design, and InnovationRCA, the RCA's graduate start-up incubator, in purpose-designed new studios and workshops, is expanding rapidly. In March 2016, the Chancellor of the Exchequer announced an unprecedented £54million grant to the RCA to support a major expansion of its Battersea South site with the creation of a flagship new £108million innovation campus, housing four new research centres (in computer science, material science, drawing and intelligent mobility), alongside two knowledge exchange labs in advanced modelling and manufacturing, and in 2D and 3D visualisation.

The White City campus which has recently opened, is situated in the regenerated BBC headquarters and in close proximity to Imperial College London's new state-of-the-art campus, it forms part of London's newest research and creative quarter.

The College has an august history in art and design education, with numerous eminent graduates and a remarkable record of graduate employment. The REF2014 results cemented the RCA's position as the UK's leading university of art and design, with its research gaining more 4* (world-leading) ratings than any of its specialist competitors, and the College ranked as the most research intensive art and design institution in the UK. The College's Strategic Plan 2016-21 sets out a programme of continued strategic development with the establishment of a number of high-profile research centres and knowledge exchange labs, building on the success of the RCA's HEFCE-funded HELIX centre for healthcare and design, in collaboration with Imperial College London, and its AHRC-funded knowledge exchange hub, the Creative Exchange, in partnership with Lancaster and Newcastle universities

LDoc & The Creative Economy

The London Doctoral Training Centre (LDoc) is a specialist doctoral training centre that focuses on Design research for innovation in business, social and community contexts. Funded by the Arts and Humanities Research Council (AHRC), it is a collaboration between three of the UK's leading Design research universities: Kingston University, the University of the Arts London and the Royal College of Art, LDoc works with a number of partner organisations, including Sense (the national deafblind charity), TfL and The Design Museum developing practical, real-world projects led by doctoral students. Together these demonstrate different ways in which Design acts as a driver of innovation and creativity in business, in societal and community contexts, and in policymaking.

The LDoc doctoral projects exemplify how Design is inherently inter-disciplinary and industry focused, making it a potent bridge across creative and STEM disciplines. In this way, the LDoc training centre enables research-led impact across the creative economy, and impacts the full range of industrial sectors, from healthcare and biotechnology to robotics and computer science. The LDoc partnership champions the need to equip early career researchers with skills that can enhance the creative economies within a changing landscape.

The Creative Economy Engagement Fellowships will support post-doctoral researchers in the arts and humanities to engage with businesses in the creative and digital economy and other organisations involved with the commercial endeavours of the Creative Economy. Within this, we encourage fellowships at the interface between the arts and humanities and other disciplines. The Creative Economy Engagement Fellowships scheme is part of the AHRC's commitment to the RCUK Innovation Fellowship scheme. It will support UK and overseas post-doctoral researchers in the arts and humanities and/or inter-disciplinary researchers working at the interface between the arts and humanities and other disciplines, to engage with businesses in the creative and digital economy and other organisations involved with the commercial endeavours of the Creative Economy.

Creative Leadership & The Helen Hamlyn Centre

Creative Leadership is a central part of innovation in the 21st Century and is an emerging area of research at the Helen Hamlyn Centre for Design (HHCD) and for the RCA. It brings together creative methods in from the field of design with those from business leadership.

Our current research has looked at what are the personal and professional barriers to creativity, at who are the leaders of today, at what is missing within leadership practice, and most importantly, at how design can make a difference in the leadership landscape.

This is an exciting opportunity to work in an important field to create personal and organisational transformation globally. Lead by Rama Gheerawo, the HHCD's Director, this work builds on the expertise the Centre has acquired working on over 250 projects with over 140 organisations drawn from business, government and the public sector. It evolves ideas drawn from Inclusive Design and Design Thinking.

Our Creative Leadership research focuses on three themes:

- Empathy: this is not only the hallmark of a 21st century leader, but is at the heart of Inclusive Design theory and practice, something that the Centre has a 26 year history in defining and implementing.
- Creativity: a creative mindset needs to be matched with an understanding of creative practice in order to define problems and address issues. The methods and tools of design can help enable this.
- Clarity: this is a typically underrated idea, but it brings focus, directness and understanding to almost any personal or professional situation. Clarity can help transform a person's empathic and creative practice.

Purpose of the post:

Working as part of a small team of researchers that have completed five-years worth of 'action research', with workshops delivered across the globe under Centre Director Rama Gheerawo in the Helen Hamlyn Centre for Design at the RCA, this post involves leading a collaborative project researching Personal and Organisational Processes to Increase Innovation and Creativity. The role involves working in conjunction with academic colleagues and industry partners on the Centre's research programme, and working with partners across industry, government and public sector bodies.

The ideal output will include:

- A report outlining the research undertaken on Creative Leadership
- A set of methods developed from the research
- A contribution to a publication i.e. paper, journal article or book chapter

Duties and responsibilities:

- Working efficiently, effectively and constructively with the existing HHCD team to develop the next chapter of Creative Leadership research, working with industry and third sector organisations to conduct primary research.
- Working with the HHCD to develop primary tools, methods and processes for measuring an individual's or an organisation's level of Empathy, Creativity and Clarity.

- Bringing together social science or scientific practice with that of design theory and praxis to deliver novel new ideas through rigorous research with organisations and individuals.
- Working with individuals and organisations who want to be the change-makers of tomorrow.
- Seeing first hand how academic research can effectively transfer into business practice.
- Creating an implementable set of outcomes with the potential to disseminate through appropriate platforms working under the supervision of the HHCD Director.
- Supervising/mentoring a PhD student.
- The opportunity to be mentored by the HHCD Director and senior staff.

Other duties and responsibilities:

- Managing a research project investigating personal and organisational processes to increase innovation and creativity, to input into the HHCD wider research on Creative Leadership.
- To undertake general administrative and other tasks relevant as part of the team's and the Centre's work, as required by senior staff.
- To work with senior researchers to ensure that projects are properly documented and disseminated to key audiences, via reports, papers, exhibits, publications, the website etc.
- To present the work of the HHCD team at events, meetings, seminars, symposia etc. within the RCA and externally, ensuring that the Centre's interests are safeguarded and its reputation enhanced, and tailoring content and style to a broad range of specialist and non-specialist audiences.
- To develop a strong understanding of best practice in research conduct, including issues and processes concerning research ethics, research integrity and research data, relevant funding body processes and reporting requirements, and RCA guidelines concerning the use and procurement of IT equipment and other equipment and facilities; to liaise with the RCA's Research and KE Office staff, Information, Learning and Technical Services staff and others to achieve this, and to undertake relevant training and development opportunities.

Person specification:

- The successful applicants will have a PhD in an Arts and Humanities discipline, particularly Design. The applicant must have an interest in interdisciplinary work at the intersection of Design and the social sciences.
- An Early Career Researcher according the AHRC definition: "An individual who is within 8 years of the award of their PhD or equivalent professional training, or an individual who is within 6 years of their first academic appointment. These durations exclude any period of career break e.g. for family care or health reasons. The first academic appointment is defined as the first paid contract of employment, either full-time or part-time, which lists research and/or teaching as the primary functions."

<http://www.ahrc.ac.uk/skills/earlycareerresearchers/definitionofeligibility/>

- An understanding of the importance of good practice in research conduct (including research ethics, research integrity and handling of research data)
- Ability to be an effective and collaborative member of a broader team, able to work constructively with senior staff and to support the work of any research students and interns involved in projects
- Flexibility and willingness to tackle a wide range of tasks, with a pro-active, open, creative and problem-solving approach
- Excellent writing, communication and presentation skills, able to adopt an appropriate style for a range of specialist and non-specialist audiences
- Strong interpersonal and team-working skills
- Genuine commitment to the aims of the Helen Hamlyn Centre for Design.

Additional information:

- Salary working five days per week: £36,102- £39,197 p.a. inclusive of London Allowance.
- This appointment will be made on a six month fixed term contract from 1 January 2018 to 30 June 2018.
- 12.5 days annual leave plus extended breaks at Christmas and Easter.
- Normal hours will total 35 per week over five days, 9.30am to 5.30pm with an hour each day for lunch.
- A contributory defined benefit pension scheme and interest free season ticket loan are available.

PAY & BENEFITS

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

5 weeks' (25 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 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 two weeks' paternity leave entitlement at full pay. This compares to the statutory provision of two weeks' pay at the statutory rate.

Enhanced sick pay

Occupational sick pay after six 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.

Cycle to Work Scheme

The Royal College of Art has signed up to the Cycle to Work Scheme – part of the government's Green Transport Initiative – which allows employees to make significant savings on purchasing new bikes and safety equipment.

Childcare Vouchers

The Royal College of Art enables staff to purchase childcare vouchers, through its partner Edenred, as a salary sacrifice scheme.

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.