

**Technician – Garment Construction (0.8FTE)  
Permanent**

**The Glasgow School of Art**

The Glasgow School of Art is one of Europe's leading independent university-level institutions for the visual creative disciplines. Our studio-based, specialist, practice-led learning and research draws talented individuals with a shared passion for visual culture and creative production from all over the world.

Originally founded in 1845, today we have 2150 students studying across architecture, design, digital, fine art and history and theory. As we develop new academic programmes and enhance our areas of expertise and inter-disciplinarity, our ambition towards 2018 is to grow our student community in Glasgow by 25%, and continue to grow our research profile and campuses in Singapore and the Scottish Highlands and Islands. Our internationalisation strategy is embedded across our academic programmes and research, connecting the GSA with some of the world's leading universities and specialist higher education institutions.

Recognised by the Scottish Funding Council as an independent, specialist institution the GSA is an important and integral part of Scotland's higher education provision. Working in partnership with universities across Scotland and the UK, our degree programmes are validated by the University of Glasgow. The University of Glasgow has validated our programmes since 1992 and whilst the Senate of the University has ultimate responsibility for the awards, there is maximum delegation to the GSA for its own quality assurance procedures. The School, through its Academic Council, is also responsible for the development, monitoring, evaluation and updating of its academic framework.

Our 185 academic staff, 80% of which are research active, form a strong creative community united in the ambition to see GSA positioned as a global leader in studio based research and teaching, transforming thinking by developing creative approaches with new audiences, locally, nationally and internationally. As one of the UK's largest and most intensive research communities for the visual creative disciplines, GSA's research activity is clustered into the following interdisciplinary themes:

- Architecture, urbanism and the public sphere
- Contemporary art and curating
- Design innovation
- Digital visualisation
- Education in art, design and architecture
- Health and wellbeing
- Material culture
- Sustainability

Moving forward GSA has ambitious plans to develop its research profile further through internal collaboration and new partnerships with National and International Organisations. We recognise the distinctive contribution made by visual creative disciplines within the rapidly growing interdisciplinary research agenda and seek to position GSA as a global leader in this field. This will involve development and mentoring of GSA's own research talent, recruitment of the best new staff, the securing of higher levels of external research funding to support research projects and further growth in the scale and activity of GSA's PhD community.

While we are firmly rooted in Glasgow, one of Europe's leading creative cities, we are international in outlook with one of the UK's highest percentages of international students and one of Scotland's largest percentages of students from the rest of the UK. Over the last five years over £65 million has been invested in our estates including the recently opened Reid Building. Further investment is currently being planned which will create a cohesive creative campus with the iconic Mackintosh Building at its core.

We have a total income of over £30m, and our aim is to cultivate conditions in which the GSA can continue to achieve great things through what we do, with whom we do it and through creative approaches build on our existing strengths and distinctive assets, in order to:

- Achieve excellence and leadership in student-centred studio-based learning
- Engage with new audiences through inter-disciplinary research
- Extend our global reach and creative engagement
- Be a robust and efficient institution – maximising our resources and our potential

### The Studio

Our studio-based approach to learning and innovation has particular relevance in the 21<sup>st</sup> Century. The place of the studio in creating the environment for inter-disciplinarity, peer learning, critical enquiry, experimentation and prototyping can help to address many of the grand challenges confronting society and contemporary business. It provides space to bring disciplines together, exploring problems in new ways to find innovative solutions. Studio is at the heart of our pedagogy, how we work and how we engage with others.

## The Role

Job Title: Technician – Garment Construction

Location: Fashion and Textiles Workshops

Reports to: Head of Technical Support through the Team Leader

Purpose: The post will be assigned to the Fashion and Textiles team.

The post holder will perform a key role in the interdependent development process of a garment. They will supervise and advise students in the pursuit of innovative solutions to creative design ideas, including the demonstration of the use of machinery, equipment, materials and processes, in line with Health and Safety practices and regulations.

The role will involve an appropriate balance of technical workshops, demonstrations and inductions, as well as one-to-one working with UG and PG students, assisting students and staff with production of course works, teaching materials and research.

***Please note that all Technicians within the GSA have been assigned to a generic role description as a result of local implementation of the Pay Framework Agreement. This Job Description should therefore be read in conjunction with the Generic Technician Role Description (see Appendix I).***

## **Principal Accountabilities**

- Operation of and training and advising students in the safe use of relevant equipment including supervision of students during workshop hours, ensuring their health and safety;
- Advising and demonstrating to students appropriate techniques and safe operation of equipment and materials in accordance with the needs of the academic programme;
- Conducting induction of safe working practices in the workshop and to issue permits to work within the workshop, where appropriate;
- Maintenance of machinery, materials and equipment involved in the above activities and maintaining appropriate records;
- Assisting students and staff in the preparation of required projects;
- Preparation of materials and equipment for teaching sessions;
- Stock control, timely ordering and sourcing of materials, ensuring list of suppliers is up-to-date;
- Ensuring high level of orderliness and cleanliness are maintained in the workshop;
- Assisting in the development of a comprehensive range of toiles and teaching samples;
- Ensure that the environment in the technical area complies with the Health and Safety policy and procedures of GSA and carry out suitable risk assessments on hazardous activities, machinery and processes;
- Administrative duties related to workshop operation;
- Attending appropriate training courses when required as part of GSA's staff development programme;
- Any other duties as reasonably requested by the Head of Department/Head of School;
- Attend Fashion and Textile Team meetings participating as a member in the development of that team and resource.

## **Key Challenges**

Whilst maintaining a safe working environment in compliance with Health & Safety directives, the post holder will be expected to:

- Discuss and agree specific production details with the Creative Pattern Cutting Technician, Academic and most importantly with students to achieve the best possible result. Follow instructions where required;
- Liaise effectively with Creative Pattern Cutting Technician and student designers; agree specific production details to achieve the best result;
- Assist students to construct samples from toile to finished garment, garment details and finishes;
- Be able to work with a wide range of unorthodox and student designed woven, non-woven, knitted, printed and embellished fabrics;
- Work accurately and precisely in a fast paced environment where efficiency and quality is paramount whilst meeting deadlines;
- Resolve issues with the makeup of garments;
- Undertake constructive 'quality control checks' of student work as it evolves;
- Show flexibility and adaptability in meeting a wide variety of job demands (sometimes competing) varying from giving advice and assistance, to operating and maintaining potentially dangerous machinery and equipment;
- Cope effectively with sometimes-heavy workshop load and high levels of student expectation and workload.

## **Relationships**

Internal Contacts:

- Work as part of a team in the Cutting and Construction Workshop and liaise effectively with the Creative Pattern Cutting Technician, Fashion Academic and highly driven student designers.
- Undergraduate and postgraduate students.
- School of Design support staff.
- Other technicians within the Team and across the Technical Support Department.
- Lecturing and support staff from other areas within the Glasgow School of Art.

External Contacts:

- Suppliers of materials, equipment and services.
- Colleagues at other similar institutions.

## **Person Specification**

### **Experience/Qualifications**

The post holder will have:

- An HND level (or equivalent) qualification in a related area, and/or experience of working within the discipline;
- Demonstrable experience in the safe operation and maintenance of relevant equipment;
- A high level of skill and be able to work to an expert standard, both in accuracy and finish;
- An excellent understanding/expert knowledge of garment construction at luxury or premium brand level and the ability to share this knowledge with students;
- An extensive knowledge of theoretical and practical aspects of garment construction to a professional standard;
- Have an understanding of a variety of machinery (over-locker, coverstitch, lockstitch etc) and garment finishing techniques, (hand and machine);
- A sound knowledge of Health and Safety regulations and procedures.

### **Skills/Attributes**

The post holder will:

- Possess a high level of understanding of patterns and technical finishing;
- Take a methodical and analytical approach to creative problem solving;
- Be very organised with a detail focused work ethic;
- Have good numerical skills for measurements and calculations;
- Have highly effective team working skills;
- Have excellent interpersonal skills for dealing with students, staff and immediate colleagues;
- Have sound organisational skills, including the ability to manage own workloads without close supervision;
- Have a professional attitude and be a motivated team player;

- Have an enthusiastic and flexible approach to experimentation and diverse student ideas;
- Display a proactive approach towards awareness of new approaches, materials, techniques & processes and updating personal skills;
- Display a proactive and committed approach towards Health and Safety issues;
- Demonstrate a commitment to Equal Opportunities and diversity.

### Terms and Conditions

Contract	Permanent
Probationary Period	It is recognized that there is an inevitable 'settling in' period in any post. The probationary period is therefore an opportunity for the employee to fit within the culture of the School. It should also be determined during this time whether the job is in line with expectations as expressed in pre-appointment discussions, interview and as set out in the Job Description. The probation period for this role is 6 months.
Salary	Grade 5, £26,052 - £30,175 per annum pro rata
Hours	28 hours per week
Holidays	30 days plus 11 statutory holidays per annum pro rata
Pension	Option to join the Local Government Superannuation Scheme
Notice Period	1 month

## **Appendix I**

### **TECHNICIAN – GENERIC ROLE DESCRIPTION**

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#### **Communication**

- Communicating with students on individual projects which includes:  
Providing instruction on technical aspects/methods;  
  
Discussing conceptual ideas with a view to helping materialise them on a practical level;  
  
Providing advice on project specific issues e.g. material costs, timescales etc;  
  
Providing guidance on Health & Safety related issues;  
  
Delivering inductions and demonstrations to groups of students;
- Communicating/conferring with colleagues on technical related matters;
- Devising learning materials to be used by students and/or guidance manuals for machinery/equipment for use by students staff;
- Maintaining stock records;
- Preparing Health & Safety reports;
- Responding to e-mail requests for information.

#### **Teamwork & Motivation**

- Participating in and contributing to the team by providing effective technical support to students and staff and playing an instrumental role in ensuring the smooth and efficient running of the workshop.

#### **Liaison & Networking**

- Liaising daily with students on on-going projects;
- Liaising with internal support departments including Estates, Finance, HR and Health & Safety as well as academic departments in order to build relationships and contacts to facilitate the future exchange of information;
- Liaising with and establishing effective working relationships with peers in other departments within the School.
- Liaising with external contacts/bodies, e.g. suppliers, enquirers, maintenance companies etc.
- Attending staff-student consultative meetings and technical team meetings.
- Attending academic departmental meetings as appropriate.

#### **Service Delivery**

- Providing an efficient and high standard of service by responding promptly to requests for technical support from students and staff and/or directing them to the appropriate technician/workshop if necessary;
- Contributing to the quality of service provided by identifying any short falls and recommending improvements;

- Anticipating and pre-empting requirements of relevant parties by adopting a proactive approach and initiating contact, working within the institution's overall procedures and policies.

### **Decision-making**

- Exercising decision-making skills when assessing e.g. when to grant access to the workshop, which method/process to adopt with regards to individual projects, when to re-stock supplies etc;
- Making collaborative decisions with colleague(s) and immediate line manager, for example when planning future projects and/or workshops in line with the academic timetable;
- Inputting into the decision-making of others by recommending improvements to processes and purchasing equipment and stock.

### **Planning & Organising**

- Planning, prioritising and organising own work in order to achieve agreed objectives;
- Contributing to the planning and organising of Departmental and/or School-wide events, e.g. inductions, Degree Show etc.

### **Initiative & Problem-solving**

- Showing initiative and creativity to resolve student/staff problems (project specific) where the optimal solution may not be immediately apparent but has to be assessed by a process of reasoning and weighing up of pros and cons of different approaches;
- Identifying and assessing practical options that will help students/staff realise their ideas.

### **Analysis & Research**

- Researching technical developments in the field in order to remain abreast of new processes, methods, materials, equipment etc.;
- Analysis of stock levels in line with ongoing projects.

### **Sensory & Physical Demands**

- Carrying out tasks which require either learning certain methods or routines or involve moderate physical effort e.g. operating machinery or equipment to perform detailed operations, safely lifting large or heavy objects etc.;

### **Work Environment**

- Understanding how the work environment could impact on own work or that of students and colleagues;
- Undertaking standard actions, in line with Health & Safety requirements/guidelines, to adapt to the environment;
- Using, and monitoring students use, of protective equipment e.g. when handling hazardous chemicals, operating dangerous machinery etc.



### **Pastoral Care & Welfare**

- Showing sensitivity to those who may need help or, in extreme cases, are showing signs of obvious stress, initiating appropriate action by involving relevant people e.g. HoD or student support services;

### **Team Development**

- Advising, guiding or assisting new starters/colleagues within own team on standard information or procedures;

### **Teaching & Learning Support**

- Introducing students or others who are new to the area to standard information or procedures;
- Providing teaching or training on methods, processes and procedures, providing feedback during the event;
- Designing workshop content or learning materials within existing frameworks and making appropriate modifications to existing materials on the basis of the knowledge or experience of the learner(s);

### **Knowledge & Experience**

- Applying working knowledge of theory and practice, sharing this knowledge with others as appropriate for example, the ability to interpret rules, procedures and regulations and provide advice to others on how technical processes should be undertaken;
- Demonstrating continuous professional development by acquiring relevant skills and competencies.