

**Creative Economy Fellow (1.0 FTE)
6 months Fixed Term Contract**

The Glasgow School of Art

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

Originally founded in 1845, today we have 2050 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 21st 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.

GSA's City of Creativity Programme

The Glasgow School of Art has always occupied an important place in the cultural and creative landscape of Glasgow, through the activities of its students, graduates and staff. Glasgow's creative industries are an important economic sector, providing employment for a significant number of people across a range of sectors. The city's cultural sector is also rightly celebrated by Glaswegians and visitors to the city alike, and over the years has played an important role in regeneration. But the creative sectors are always evolving, and GSA is keen to ensure that we continue to contribute to their growth and strategic development through our research and other activities in the city. We also recognise that we must maintain our strong links with creative sectors to prepare our students for the industries in which most aim to work. We are currently undertaking a programme of work to investigate the changing nature of the creative ecosystems of both Glasgow and Scotland, with a view to:

- reinvigorating our networks and strategic partnerships
- developing our research base in this field
- generating new opportunities for graduates

- supporting innovation in creative companies
- taking an active role in relevant civic and strategic policy initiatives.

GSA's 'Creative Ecology Steering Group' was recently established to provide leadership and direction for this programme of work. We are also guided by existing commitments made to the Scottish Funding Council through our Outcome Agreement and the Universities Innovation Fund, including finding better ways of supporting enterprising creative graduates, developing practitioner-led entrepreneurial training, and enhancing the social and cultural benefits of our engagement with the wider public.

The Role

Job Title:	Creative Economy Fellow (1.0 FTE)
Department:	Innovation School
Location:	GSA Creative Campus, Highlands & Islands and Glasgow Campus
Reports to:	Programme Director

Purpose:

- To play a key role in driving forward GSA's City of Creativity programme by developing and supporting research, knowledge exchange, impact and enterprise initiatives.
- To contribute to the delivery of GSA's commitments made through the Universities Innovation Fund and Outcome Agreement, including promoting opportunities for enterprising graduates and enhancing the social and cultural benefits of GSA's research.
- To identify opportunities for research and to develop research proposals that emerge through GSA's collaborations with other Higher Education Institutions, public bodies, cultural organisations and businesses.
- To provide analysis of Glasgow's creative sectors to inform GSA policy and strategy.
- To liaise with key contacts in creative organisations and help to build and maintain GSA's networks in the sector.

Key liaisons

- Head of Research and Enterprise
- Senior Knowledge Exchange Manager
- Creative Economy Steering Group
- Research Office staff
- Student Employability and Enterprise Manager
- Project collaborators in Glasgow and beyond

Principal Accountabilities

- To contribute to the development of GSA's policies and strategies relating to creative and cultural sectors, in support of the Director and Creative Ecology Steering Group.
- To prepare reports for the Creative Ecology Steering Group and the Director to inform GSA's involvement in Glasgow's Economic Strategy and our wider discussions with the Scottish Funding Council on supporting innovation in the creative industries.
- To collate and review existing literature, and undertake new research and analysis, as required by the Creative Ecology Steering Group. For example:
 - Complete and maintain a literature review for Glasgow as a City of Creativity
 - Comprehensively map and visually present 'Glasgow as a City of Creative Production'.
- To lead on the identification of funding opportunities and the preparation of research funding proposals to advance the project interests of GSA's City of Creativity work. To work with colleagues in the Research Office to plan a 'pipeline' of research opportunities with associated financial targets, and to monitor progress.
- Contribute proactively to the management and delivery of activities relating to GSA's Universities Innovation Fund commitments, including supporting the Student Employability and Enterprise Manager and other colleagues to develop opportunities for enterprising creative senior students and graduates.
- Organise and participate in workshops and events to present the work and outputs of GSA's City of Creativity programme.
- To represent and manage the interests of GSA's Creative Ecology Steering Group internally and externally, with diverse stakeholders in education, public agencies, creative companies/organisations, and among practitioners, helping to build and maintain GSA's relationships with key contacts in those sectors.
- To undertake other tasks, to deadlines, as required by line management and the Creative Ecology Steering Group.

Key Challenges

- To re-position GSA's reputation as a centre of excellence in this area within Glasgow and more widely.
- To effectively meet the project needs of GSA's City of Creativity work, and commitments to the Universities Innovation Fund.
- To collaborate with GSA colleagues and external collaborators to deliver project objectives, organise research and impact initiatives, and other activities.

- To make significant progress towards these objectives within one year contract term.

Person Specification

Knowledge and Experience

Essential

- Educated to at least degree level in a discipline that supports an understanding of the characteristics and needs of the creative industries. A higher degree in a relevant discipline would be an advantage.
- Demonstrable work experience in a Higher Education Institution or other similar organisation, with an understanding of research funding in Higher Education, partnership working and other funding streams.
- Experience of writing funding proposals (including the preparation of project budgets) and project-managing the development of research funding proposals with diverse inputs from a range of internal and external stakeholders.
- An understanding of research methods and the analysis and presentation of findings.

Desirable

- An understanding of the UK's creative and cultural economy, ideally with specific knowledge of the Glasgow and Scottish context.
- Knowledge of the role and positioning of the creative industries within Scottish Government policy and the UK Government's developing Industrial Strategy.
- Knowledge of strategic priorities for the Higher Education sector and Scotland's enterprise and skills agencies.

Skills

- Well-developed organisational skills with excellent attention to detail.
- Ability to prioritise effectively and manage a diverse range of tasks simultaneously.
- Ability to work with minimal supervision, including when assessing and responding to non-routine situations.
- Ability to work collaboratively.
- Excellent oral and written communication skills, including the ability to convey complex information to a range of stakeholders. Good presentation skills.
- Ability to think innovatively and creatively.
- Confident in the use of office software packages including Word and Excel.
- Confident in professional networking situations, with the ability to build and maintain productive professional relationships.

Terms and Conditions

Activity Plan:

Duties and pattern of working will be set out in an Activity Plan. The plan will include: jointly agreed objectives including milestones and outcomes and an appropriate balance of teaching, research, consultancy, scholarly activity, personal development and other possible activities within the duties of an academic.

Staff Development:

A minimum of five days are guaranteed under HE2000 terms and conditions. However, the School is committed to encouraging staff development for all its employees, which is to the benefit of the individual as well as the Institution as a whole.

Contract:	Fixed Term - 6 months
Probationary Period:	It is recognised 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 3 months.
Salary:	Grade 7, £37,706 - £47,722 per annum pro rata
Hours:	35 per week. The post may involve occasional work out with normal office hours.
Holidays:	35 days plus 11 statutory holidays per annum pro rata
Pension:	Option to join the Scottish Teachers' Superannuation Scheme
Notice Period:	1 month