

**Research Associate (0.8 FTE)  
Innovation School  
6 Months Fixed Term**

### The Glasgow School of Art

The Glasgow School of Art is one of Europe's leading higher education institutions for creative education and research. We are organised into three main Schools - the School of Design, the School of Fine Art, and the Mackintosh School of Architecture, with the Forum for Critical Inquiry providing a key component to all undergraduate degrees in art and design, and Research and Postgraduate Studies providing a significant area of growth and development. GSA's Innovation School is the largest research centre at the Glasgow School of Art and combines academic study at undergraduate and masters level with a range of research and commercial activities. The School has over 500 full and part-time staff and has an annual turnover in excess of £24 million. Over 84% of academic staff are research active.

Our distinctive, specialist, practice-based education in Architecture, design, innovation, and fine art is internationally recognised. About 23% of our 2,400 students are international and the School continues to be an institution of choice for many Scottish students, reflecting the important role the institution has within Glasgow and nationally within Scotland.

The GSA is an environment in which difference is encouraged and diversity of background and approach is valued. We share a passion and concern for visual culture and this is central to our vision to provide world-class creative education and research which make a significant economic, educational, cultural and social contribution.

### The Innovation School

The Glasgow School of Art is leading the development of a new area of Design called '*Design Innovation*'.

Design Innovation means both innovation *through* design and innovation *of* design, with the aim of generating sustainable social, cultural, and economic growth in Scotland. Design Innovation is a way of structuring group creativity towards valuable outcomes using design practices.

### Highlands and Islands Campus

The Glasgow School of Art and Highlands & Islands Enterprise have established a strategic Creative Futures Partnership as a transformational activity for the Highlands & Islands and for Scotland. In this context, GSA will locate the Creative Campus in the highlands and islands to develop research and teaching programmes that will attract students and researchers to bring benefit to the region, with a focus on creative communities and creative industries.

This creative collaboration realises the opportunity through:

**A Research and Teaching Centre for international excellence in creativity and innovation** - an innovative HEI model in the Highlands and Islands of Scotland - linking internationally with academic partners such as MIT and global businesses - to develop the creative capabilities of students, businesses and communities.

**Creating impact and influence** at regional and national level for example, in clusters of businesses, new social enterprise business models, opportunities for remote and fragile communities, setting up a regional design network and enabling creative and cultural industries in the region to link nationally and globally through GSA networks, and realise the dynamic sector growth potential and ambition of the Highlands and Islands region led by HIE.

**Develop and disseminate this model for regional development** to other countries: Japan, Canada, Scandinavia, India. Secure research collaborations at scale through EU funding, and collaborations with corporates, for example, Fujitsu and Philips.

## The Role

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Job Title	Research Associate
Location	Glasgow
Reports to	GSA Deputy Director - Innovation
Purpose	To support the Deputy Director to develop next phases of DHI and HIE programmes over the next 6 months

### **Principal accountabilities are:**

- Work as part of a team to deliver strategic projects at GSA and in particular, the HIE-GSA collaboration including the Digital Health Institute next iteration, and any further strategic projects arising from the work of the Deputy Director (Innovation), including work in relation to the Scottish Government.
- Contribute to pedagogical research and research-teaching linkages in relation to strategic projects.
- Contribute to the activities of establishing the Creative Campus as a collaborative higher education venture
- Contribute to high quality research at a national and international level
- Contribute to GSA's research and teaching culture, maximising opportunities for cross-institute and inter-institutional research activity and growth by working with others to achieve high quality research and teaching outcomes
- Develop, attract and manage externally funded research projects, or assist in these.
- Develop research-teaching linkages for GSA and Innovation School programmes.
- Undertake administrative duties appropriate to the post and any other duties as may be deemed appropriate by the Deputy Director
- Coordinate project management activities and information
- Liaise with Director Operations (Innovation School) on issues of resourcing
- Monitor project progress and handle any issues that arise
- Act as the point of contact and communicate project status to all participants
- Create and maintain comprehensive project documentation, plans and reports ensure quality assurance standards on academic issues related to strategic projects.

### **Other**

- Undertake administrative duties appropriate to the post and any other duties as may be deemed appropriate by the Deputy Director;
- Participate in the School's Career Review process and undertake relevant staff development;
- Manage data securely according to ethical procedures;
- Undertake Health and Safety duties and responsibilities appropriate to the post;
- Implement and promote the School's Equal Opportunities policy;
- Observe ethical research procedures.

**Key challenges for the post-holder are:**

- To deliver a high quality contribution to the research themes of the Innovation School;
- To further pedagogical practice in the field of Design Innovation through research and project-based learning;
- To work within the project timetable and deadlines and budgets;
- To contribute to the development of national and international Design Innovation practice and outputs, thereby attracting external support and collaboration (such as with industry, third and or public sector);
- To contribute to identifying external funding sources for any research and development opportunities which have been identified in the project process;
- Maintain awareness of recent developments in Design Innovation.

**Person Specification****Knowledge and Experience**

- a post-graduate degree level qualification in design, or arts and humanities;
- experience of practice-led design innovation;
- experience of working with industry or public service;
- experience of the business environments;
- knowledge of creativity, design and innovation theory;
- Proven design innovation practice.

The successful candidate will also demonstrate:

- a high level of motivation with good interpersonal skills;
- Ability to use a range of delivery techniques to enthuse and engage users;
- Ability to work to agreed objectives, and to tight deadlines;
- Capacity to teach design at PGT level and supervise research projects;
- Able to source and synthesise data from a variety of sources as appropriate;
- Proven analytical and organisational skills;
- Proven design skills;
- Proven communication skills, able to communicate concepts to a wide range of stakeholders, from senior leadership levels to lay people;
- IT skills including word processing and presentation, both on Apple Macintosh and Windows PCs;
- Strong team-working and collaboration skills;
- Adaptability and ability to adjust to the needs of a changing environment;
- Professional attitude, planning and co-ordination skills;
- Commitment to equal opportunities and widening participation.

## **Terms and Conditions**

<b>Contract:</b>	6 Months fixed term
<b>Probation Period:</b>	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 be determined during this time whether the job is in line with expectations as expressed in pre-appointment discussions and interview and as set out in the Job description.
<b>Staff Development:</b>	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.
<b>Activity Plan:</b>	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.
<b>Salary:</b>	Grade 6 (£31,604 - £36,613 per annum pro rata)
<b>Hours:</b>	28 hours per week
<b>Holidays:</b>	35 days plus 11 public and statutory holidays per annum
<b>Pension:</b>	Option to join the Scottish Teachers’ Superannuation Scheme
<b>Notice Period:</b>	1 month