

**Research Fellow – Creative Engagement  
Innovation School  
The Glasgow School of Art**

## **Innovation School**

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The Innovation School at GSA explores Design Innovation as a way of structuring group creativity towards valuable outcomes utilising co-design practices, involving direct engagement with multiple parties as experts of practice, context or experience. Design Innovation means both innovation through design and innovation of design, with the aim of generating sustainable social, cultural, and economic growth in Scotland.

Through our creative and participatory design inquiries we collaborate with a wide range of practitioners and professionals, addressing complex social issues through creative approaches working with partners nationally and internationally, across academic, business and civic sectors to co-create preferable futures. We work with government, businesses and communities to create person-centred solutions, towards prototyping new services and work practices, tackling cultural and economic challenges and creating policies to enable communities to flourish. Our work often focuses on bringing unheard voices into innovation discussions to better inform policy and practice, and finding creative ways to engage participants actively in a positive environment.

We believe that for innovation to be sustainable, it needs to evolve through *direct engagement with the people for whom it is designed*. We are experts in directing an inclusive and iterative creative process, working with people to develop and prototype ideas that lead to robust solutions, valuable outcomes and socially desirable futures.

### **The Role**

Job Title	Research Fellow – Creative Engagement
Location	Glasgow and Forres (based in one but time spent in both)
Reports to	Programme Leader - Research
Purpose	Support the development of a Creative Engagement Strategy for research, practice and portfolio expansion; Consolidate the Innovation School's Creative Engagement Archive and Assets (managing publication/exhibition); Identify funding opportunities and deliver projects in association with funding bodies (Scottish Government/HIE/ NHS/ Carnegie Trust etc); Support the development and delivery of Creative Engagement live projects and events within the Innovation School curricula (UG/PGT/PGR); Develop a 20 credit cross-GSA <b>Creative Engagement Practices</b> Elective (PGT); Support and be a core member of the Creative Engagement Research Group: Practice and Policy, to

embed the research agenda between publics, practitioners towards informing policy, and;  
Design and deliver a cohesive Creative Engagement narrative - communication and dissemination - across GSA and the wider cultural and creative economy.

**Key liaisons**

Programme Director, Innovation School (IS)  
Research staff, IS  
GSA Central Services, in particular Finance and HR  
GSA Research & Knowledge Exchange Office  
External partners including:  
UK/Scottish Govt Innovation Centres  
Businesses, services and communities

**Key Accountabilities**

The RF – Creative Engagement will have the following responsibilities:

- Scope and design co-design workshops with multi-stakeholder groups utilising creative engagement methods and tools
- Assist with the set-up and facilitation of workshops with multi-stakeholder groups
- Capture and document workshop processes, outcomes and outputs in engaging communication media
- Maintain good communication at both strategic and operational levels with partners, reporting on progress as agreed
- Monitor and manage project timelines, budget and workflow under the direction of project Principal Investigators
- Building strong relationships with GSA central services, in particular finance and HR to enable timely sharing of information and data.
- Record and communicate research and knowledge exchange activity, and provide evidence of impact where possible
- Support appropriate dissemination of outputs associated with the research projects such as reports, academic papers/publications, website blogs, and presentations.
- Ensure that progress reports on portfolio of work and all other time-sensitive documentation are processed promptly and within deadlines
- Undertake Health and Safety duties and responsibilities appropriate to the post
- Implement and actively promote the equal opportunities and widening participation
- Observe ethical research procedures and ensure all research activity aligns with the GSA Research Ethics Policy

**Person Specification**

Experience and knowledge

- Educated to postgraduate degree level (preferably doctoral) in design or equivalent in work experience
- A knowledge of current design research in the field of Creative Engagement
- Experience of designing, facilitating and documenting collaborative multi-stakeholder workshops
- Excellent communications skills, with strong written and interpersonal skills

- Ability to build strong and productive working relationships with both internal and external partners and colleagues
- Experience and understanding of working in a research environment, preferably academic

### **Terms and Conditions**

#### **Staff Development**

A minimum of 5 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.

#### **Activity Plan**

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

#### **Contract**

Fixed Term – 2 years

#### **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 12 months.

#### **Salary**

Grade 7 £38,460 - £48,676 per annum

#### **Hours**

35 hours per week

#### **Holidays**

35 days plus 11 statutory holidays per annum

#### **Pension**

Option to join the Scottish Teacher's Superannuation Scheme

#### **Notice Period**

3 months