

Researcher
ACCORD Project
Digital Design Studio
12 month fixed term

The Glasgow School of Art

The Glasgow School of Art is committed to delivering world-class education and research in architecture, fine art, design, and related subjects in order to make a significant economic, cultural and social contribution locally, nationally and internationally. Our objective is to develop excellent research of international standing which supports learning and our discipline domains; involves a high proportion of GSA staff; and engages with industry, community and the professional creative sectors.

Having achieved an outstanding result in RAE2008 with a significant improvement in research performance including the highest percentage of 4* (world leading) research of any university in Scotland, the Glasgow School of Art is continuing to develop its research quality and infrastructure towards REF2014 and beyond, through existing Research and Knowledge Exchange Strategies, and ambitious new targets for research quality, income and knowledge transfer and exchange activity.

RAE2008 confirmed the GSA's position as the largest art and design research community in the United Kingdom outside London, and with 50% of our research at world leading or internationally excellent levels, we are committed to building on this success through a vital and sustainable research culture and environment that is able to nurture research of the highest quality in the creative disciplines.

Our ongoing development of research involves: maintaining and improving our quality levels in areas of research strength; managing the transition from RAE to the REF; increasing externally generated income as a proportion of our overall research income; increasing the number of research funding applications submitted, and grants won; improving our performance in Other Activity Indicators (formerly Minor Volume Indicators); strengthening the links between research and learning and teaching; developing institutional records, data management, and a repository of research outputs; providing support for staff ranging from early career researchers through to experienced principal investigators; improving public dissemination & impact; and developing the GSA's expertise and engagement with knowledge transfer and exchange.

Digital Design Studio (DDS)

The Digital Design Studio (DDS) is the largest research centre at the Glasgow School of Art. The DDS combines academic study at masters and PhD level with a range of research and commercial activities.

Over the last eleven years it has grown significantly concentrating on its core areas of activity which are primarily about the development of new technologies, tools, techniques and methodologies that support new media and digital content creation. In particular,

core research focuses on interaction, user oriented interfaces, haptics, gesture, 3D sound and real-time photorealistic 3D visualisation.

The DDS has been successful in winning industrial research contracts and research funding including the Ford Motor Company (across UK, EU and USA centres), QinetiQ, BBC, Historic Scotland, National Museums of Scotland, Glasgow City Council, Welsh Government and the Royal College of Surgeons and Physicians in Glasgow. The DDS was also the first art school based research centre to be awarded a grant from the Engineering and Physical Sciences Research Council (EPSRC).

The DDS currently offers four masters programmes in Heritage Visualisation, Animation, Sound for the Moving Image and Medical Visualisation and Human Anatomy as well as a range of opportunities for doctoral study. The present complement of masters and PhD students is in excess of 50. Currently, a total of twenty two members of staff are employed at the DDS across its academic, research and industrial activities.

In August 2009, the DDS moved to new purpose built, highly specified premises within The Hub at the new Digital Media Quarter at Pacific Quay in Glasgow, where it continues to build on its successes by developing new areas of research and commercial activity with a range of partners and research collaborators.

The ACCORD project.

The DDS has recently been awarded funding from the Arts and Humanities Research Council for a significant 15 month project in the field of community co-design and co-production of research datasets.

The ACCORD project seeks to examine the opportunities and implications of digital visualisation technologies for community engagement and research through the co-creation of three-dimensional (3D) models of historic monuments and places. Despite their increasing accessibility, techniques such as laser scanning, 3D modelling and 3D printing have remained firmly in the domain of heritage specialists. Expert forms of knowledge and/or professional priorities frame the use of digital visualisation technologies, and forms of community-based social value are rarely addressed. Consequently, the resulting digital objects fail to engage communities as a means of researching and representing their heritage, despite the now widespread recognition of the importance of community engagement and social value in the heritage sector. The ACCORD project aims to address this gap through the co-design and co-production of an integrated research asset that addresses social value and engages communities with transformative digital technologies.

ACCORD will create a permanently archived open-access dataset of community co-produced 3D digital models of archaeological sites and monuments, integrated with expressions of social value and contextual documentation. The project will actively engage community groups that have ongoing relationships to heritage places in the process of creating 3D records and models of those places. With the support of visualisation technologists, community engagement practitioners, and experts in social value, each community group will design, direct and produce their own 3D objects. The use of digital technologies to enhance and generate forms of social significance will be

an important outcome, adding distinctive value to existing heritage assets and our understandings of them. Community groups will be able to draw on the resulting digital datasets for various purposes, such as public presentation, education, and tourism initiatives. The records and models resulting from the project will also provide important research resources for community groups, heritage managers and academic researchers.

Evaluation will be an integral aspect of ACCORD project, examining the relationships between community groups, digital heritage professionals and the outputs they have created. This will include a review of the transformative aspects of the process, investigating changes in attitudes to 3D recording technologies during the life of the project, as well as the forms of significance, authenticity and value acquired by the resulting 3D objects. Ultimately, through the co-production of an open-access dataset, and the creation of a 'community of communities' engaged in sharing skills and experiences, ACCORD seeks to broaden capacity for the creation and reuse of digital visualisation technologies in community heritage activities and research.

The Role

Job Title	Researcher ACCORD Project
Location	The Hub, Pacific Quay, DDS
Reports to	Research Fellow, Heritage Visualisation, DDS
Purpose	To take a lead role in delivering the ACCORD project research outputs and to support the Principal and Co-Investigators in planning and executing the objectives of the ACCORD project.

Key Accountabilities

The post holder will:

- Play a central role in delivering the research and community engagement outcomes of the ACCORD project;
- Work with Archaeology Scotland to recruit community groups from within their existing 'adopt a monument' scheme cohort to participate in the ACCORD project;
- Undertake research as required to facilitate community co-design and co-production of digital records and models with the support of the DDS technical teams;
- Guide community groups in identifying and producing contextual metadata on the social value of their chosen heritage places, assisted by the project co-investigators;
- Manage on a day-to-day basis the web and social media presence of the project and a shared web space for community groups engaged in the project;

- Liaise with the Archaeology Data Service on the deposition of the project's digital outputs;
- Lead the production of appropriate deposit metadata for each resource;
- Take a significant role in the development and production of the project's research outputs and publications.

Organisation Chart

See appendix II

Relationships

Internal Contacts:

- All DDS research staff
- Other DDS staff as required
- GSA Research and Postgraduate Studies Office
- GSA Finance Department

External Contacts – Project Partners:

- Archaeology Scotland
- The Royal Commission on the Ancient and Historical Monuments of Scotland
- The University of Manchester Department of Archaeology
- Glasgow Museums

Person Specification

Qualifications

- Educated to higher degree level (eg. MSc/MA);

The role holder must demonstrate:

Experience and Knowledge

- A broad understanding of the UK historic environment;
- A thorough understanding of Community led initiatives and their relationships with other aspects of the heritage sector;
- A good understanding of recent research on social value in the heritage sector;
- A solid understanding of the application of 3D recording technologies in the heritage sector;

- Relevant experience in the heritage sector, in particular community heritage initiatives and the social significance of heritage places;
- A demonstrable track record in relevant research activities;
- An understanding of the application of 3D recording technologies is desirable. Technical proficiency in these technologies is not a requirement of the post.

Experience of the following would be beneficial:

- Community Heritage and working with volunteers;
- 3D survey and recording techniques (e.g. photogrammetry, LIDAR);
- The archaeological digital archiving process;
- Website, social media/blog management.

Skills

- A high level of IT literacy is essential including web technologies;
- Ability to work individually and as part of a team, to agreed objectives, and to tight deadlines;
- Good interpersonal skills;
- Excellent planning, coordination and leadership skills;
- The ability to think innovatively and creatively;
- The ability to work well with vocational/volunteer workers;
- Strong presentation and communication skills;
- An ability to build internal contacts and participate in internal networks for the exchange of information and to develop relationships for future collaboration.

The post holder must possess:

- A valid UK driving licence;
- A willingness to travel broadly within Scotland, including overnight stays and weekend working.

Terms and Conditions

Staff Development:

A minimum of five days FTE 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 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 research, consultancy, scholarly activity, personal development and other possible activities within the duties of a researcher.

Contract

12 months fixed term

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 six months.

Hours of Work

35 hours per week

Salary

Grade 6, £29,541 - £34,223 per annum

Holidays

35 days plus 11 statutory holidays per annum

Pension

Option to join Local Government Pension Scheme

Notice Period

1 month

DDS Specific Clauses:

There are also a number of specific clauses included in contracts for staff that work in the Digital Design Studio on areas such as External Business Interests, Confidentiality and Intellectual Property (see Appendix II)

Appendix I

External Business Interests

You must devote your whole time and attention to the School during your working time. During your employment you are not permitted to undertake any other paid employment outside working hours nor to have an interest in any business or undertaking or engage in any other activities which might interfere with the performance of your duties or cause a conflict of interest or otherwise without the prior written consent of the Director. You must declare to the School any interest you may have in any other business or undertaking which competes with the business carried on by the School.

2. Confidentiality

2.1 You shall not, during your employment, or at any time after the termination of your employment, either personally or in conjunction with any other person, directly or indirectly, unless ordered to do so by the School or by a Court of competent jurisdiction:

- divulge to any person, or
- use for your own purposes or for any purpose which can be prejudicial to the commercial interests of the School and/or a third party or any other purpose, or
- any information of a confidential nature concerning the business, clients, transactions, processes, products, services, technologies, intellectual property, secrets or affairs of the School;
- any information of a confidential nature concerning the business, clients, transactions, processes, products, services, technologies, intellectual property, secrets or affairs of a third party that becomes known to you as a result of your employment by the School

This includes but is not limited to information concerning

- the School's and/or third party's markets, clients and potential markets and customers;
- the School's and/or third party's pricing policy, costs of products and services to the School and/or third party's and the School's and/or third party's profit margins.
- technical data or know how relating to the business carried on by the School and/or third parties; and
- administrative, managerial, employment or other internal policies of the School and/or third parties or the relations of the School and/or third parties with customers, clients, suppliers, competitors, the business community or the public at large.

2.2 All documents (including copies), disks, tapes and other materials held by you containing or referring to confidential information or relating to the affairs in business of the School (and whether or not prepared by you or supplied by the School) are the property of the School and you shall return all such materials (as well as all other School property) to the Employer on the termination of your employment.

3. Intellectual Property

Because we work in a research and development and new technology environment and the protection and maintenance of intellectual property is fundamental to the success of the School, it is essential to clarify the circumstances surrounding the Intellectual Property Rights arising out of the work which you undertake. By Intellectual Property Rights, we mean intellectual property of any nature anywhere in the world and all rights pertaining to such intellectual property, whether recorded, registered or registerable in any manner and all applications for any of such Intellectual Property Rights. This includes (by way of illustration only) trade marks, patents, copyrights, semi-conductor topography rights, moral rights, design rights (both registered and unregistered), trade secrets, any analogous rights to any of the foregoing, inventions, ideas, processes, techniques, know-how, algorithms, technology, formulae, research, source codes and object codes.

By law, we own Intellectual Property Rights generated by you, but without prejudice to our general rights as your employer, it is a condition of your employment that: -

- 3.1 All Intellectual Property Rights relating to work carried out by you in the course of your employment or which arise out of tasks given to you (in each case whether or not within your normal hours of work and whether at the School's premises or not and whether or not using the School's materials) or which arise out of work carried out in the School's time or using the School's materials, shall belong to the School as your employer.
- 3.2 Insofar as the School deems this necessary, and without prejudice to the above, you agree to grant such formal assignments of the Intellectual Property Rights to the School as may be required to ensure that all such Intellectual Property Rights are vested in the School. You shall keep the School advised of an address at which you can be contacted for no less than five years after the termination of your employment for such purposes without prejudice to your other obligations in terms of this Clause 3 (including this Clause 3.2) which are without limit in time.
- 3.3 In relation to all works of any nature which are made, created, developed or discovered by you and are capable of use in the business of the School but which do not belong to the School as your employer and were not made, created, developed or discovered in the circumstances set out in Clause 3.1 ("works") you agree to disclose these in confidence to the School as soon as reasonably possible. Such Works may include by way of illustration only, computer software (including programmers' notes, source and object codes) and inventions and discoveries of any nature. The School will have the option (to be exercised within three months of disclosure of the relevant Work) to acquire all Intellectual Property Rights and other rights of any nature in such Works on fair and reasonable terms to be agreed by the parties (acting reasonably and in good faith) with a further period of three months. Failing agreement, the School undertakes to maintain such Works as confidential on the same terms as are detailed in Clause 2.

To avoid any doubt, you are not entitled to use any of the School's intellectual property, resources, equipment or materials (including but not limited to computer systems) for your own purposes.

3.5 Nothing in these conditions affect any rights you may have as an employee under Sections 40 and 41 of the Patents Act 1977.

4. **Restrictions**

4.1 By your countersigning of this Statement you undertake that you shall not, save as agreed in writing with the Digital Design Studio, either on your own account or in conjunction with others and, in any capacity whatsoever (including, but without limitation, acting as a consultant, agent, employee or manager and whether direct or indirectly and whether with a view to profit or otherwise:

4.1.1 for a period of 6 months after the valid termination of your employment with the Digital Design Studio, solicit, canvass or entice away (or endeavour to solicit, canvass or entice away) from the Digital Design Studio the custom of any person, firm or Employer who was at any time during the period of six months immediately preceding the date of valid termination of your employment a client or customer of the Digital Design Studio and for whose business you were responsible for the purpose of offering to such client or customer goods or services similar to or materially competing with those of the Digital Design Studio; or

4.1.2 for a period of 6 months after the valid termination of your employment with the Digital Design Studio solicit, canvass or entice away (or endeavour to solicit, canvass or entice away) any employees of the Digital Design Studio, (any other researchers or managers) for the purpose of involving such employee(s) in an enterprise or venture competing to a material extent with the business of the Digital Design Studio and whether or not such a person would commit a breach of contract by reason of leaving service.

4.2 By your countersigning of this statement you hereby acknowledge that the restrictions contained in this Clause 4 constitute entirely separate and independent restrictions on you and agree that if one or more is held to be invalid as an unreasonable restraint of trade or for any other reason then the remaining restriction(s) shall remain valid and in so far as any such restriction would be void as drawn but would be valid if the period of application were reduced or if some part of the restriction were deleted, the restriction in question shall apply with such modification as may be necessary to make it valid and effective and you agree to execute any further undertaking in such modified terms if requested to do so by the Digital Design Studio.

