University Research Leader – Inequalities in the Creative and Cultural Industries

<table>
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<tr>
<th>Departments:</th>
<th>Media, Communications and Cultural Studies (MCCS) and Institute for Creative and Cultural Entrepreneurship (ICCE)</th>
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<tbody>
<tr>
<td>Grade/ Salary:</td>
<td>Professor/Salary Range - £73,717 to £107,857</td>
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<tr>
<td>Contract Type:</td>
<td>Permanent, Research &amp; Teaching</td>
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<tr>
<td>Hours:</td>
<td>35 hours per week (full time)</td>
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<td>Location:</td>
<td>New Cross, London</td>
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About Goldsmiths

Goldsmiths, University of London is a world-leading centre of educational excellence where ground-breaking research meets innovative teaching and thinking. We’re looking for inspiring and talented people to help build on our global reputation while also benefitting from being part of a true learning organisation.

We are happy to supply information in alternative formats for disabled applicants. Please contact hrhelp@gold.ac.uk to make your request.
Goldsmiths’ Strategic Research Priorities – University Research Leaders

We are seeking the appointment of Professors with outstanding records of internationally recognised research and publications, together with an established track record of significant income generation through research grants or business/industry funding. We are also seeking candidates with academic and non-academic networks and collaborations who can evidence how their research has had demonstrable societal impact.

These Professors will play a significant role in helping Goldsmiths to grow as a leading research institution. They will advance research areas deemed to be strategic priorities for the University. They will lead programmes of research that will speak to, and help define, these research priorities over future years and will address a clear societal need and challenge. We are also looking to appoint individuals who will support a flourishing research culture by encouraging and inspiring early career colleagues in their research endeavours.

About the Strategic Priority Research Area – Inequalities in the Creative and Cultural Industries

Political concerns relating to the creative and cultural industries in terms of gender, sexuality, class, race, disability and the intersectional relationships between each are currently on the public and political agenda from worker harassment and abuse to under-representation of minoritised peoples across all roles and industries. Further research across these areas is much needed.

We are seeking to appoint a leading creative and cultural industries researcher in the area of inequalities. The role-holder is expected to come with a proposed programme of research that will work closely with community, policy and industry organisations and focus on issues concerning work and labour to cover areas such as:

- Intersectional inequalities across and between cultural/creative industries and workforces and different types of worker contracts.
- Comparative international research within and/or across sectors of the creative economy, particularly in places where the policy framework for creative industries differs, and how we bring in the global majority in a non-extractive way.
- Digital innovations, as well as exclusions by big technology platforms and how software services and hardware design shape inequality in the cultural and creative industries
- The multiple ways in which discourses and practices of discrimination within work and labour contexts alter and reproduce amidst technological change in the cultural/creative industries.
- Inequalities of artistic attribution in digital creative production, especially in relation to generative AI and virtual production.
- Activism and the political organisations of creative and cultural industry workers.
- Informal creative economy markets and the potential of content creators.
which challenge Global North enterprise models.

The proposed research should align with the research priorities of each supporting Department. In ICCE, this should be by producing critical, innovative and timely research that can shape cultural policy and practices in the cultural and creative sectors, leading to impact in society, culture, policy and economy, and by working collaboratively with local communities, industry partners, and international networks; and in MCCS, by developing critical research in the field that interrogates key social, political and economic issues of our age; that brings together practice and theory staff; that is inter-disciplinary, creative and politically engaged.

We would especially welcome applications from colleagues of colour and/or majority world scholars as part of our commitment to racial justice.

**How to apply** Please complete the University’s application form, available from j.san@gold.ac.uk. This should be accompanied by your CV and a letter of application (no more than 3 pages), which should outline the proposed programme of research and your suitability for the role. Letters of application will be assessed against the criteria below:

**The research programme**
- How the research programme will advance the University’s and departmental priorities for this research area;
- The quality, ambition and feasibility of the proposed research activities;
- A programme of research with a clear prospect of winning sizeable external funding that will enable the sustainability of the research beyond an initial three-year period;
- A research programme that enables multidisciplinary and collaborative research (including partnerships with non-academic organisations);
- A research programme that is likely to lead to exemplary activities/4* impact case studies that can be delivered in time for REF 2028, with clear outcomes and impact strategies in place and the benefits and beneficiaries identified from the outset.

**The candidate**
- The distinct research contribution and added value that the candidate will be able to make to the host department and the University;
- The excellent research publication and research grant capture track record of the candidate;
- The candidate’s track record of supporting the development of early career researchers and contributing to a flourishing research culture;
- The candidate's track record of working effectively with academic and non-academic stakeholders.
Resources

These are permanent, full-time posts. For the first three years, the role will be focused on developing a programme of research and winning funding. Given the significance of these posts, the University will provide each successful candidate with three years of funding for a dedicated postdoctoral researcher and/or PhD studentship, together with non-salary research related budget of up to £20k per annum. These amounts are indicative only and will vary depending on the plans and priorities of the successful candidate appointed. The successful candidate will determine (with the host academic departments) how best to use this allocation.

Applicants should ideally be available to take up the role from the beginning of January 2024 onwards.

Application deadline: Thursday 7th September 2023 (no later than 23.59pm)
Job description

Reporting to: Respective Heads of Department in MCCS and ICCE

Summary:
The role-holder will develop and advance the strategic priority area, *Inequalities in the Creative and Cultural Industries*. They will be expected to generate external research funding, build research teams and international networks, and establish and maintain links with organisations and industry beyond academia. As an internationally-recognised researcher in the field, they will also support a healthy research culture within their host department, encouraging and inspiring early career researchers to realise their full potential. They will also be expected to contribute to the host department’s REF 2028 submission and demonstrate leadership across the University more broadly, given that the research area is likely to involve other academic departments at Goldsmiths.

Main duties:

- To lead research in the area of Inequalities in the Creative and Cultural Industries.
- To play a leading role in developing the work and research of the host departments.
- To develop research, publications and impact at an outstanding level of international significance and excellence.
- To generate significant levels of research grant income and/or industry funding.
- To manage postdoctoral fellows and supervise doctoral candidates, as required.
- To support and advise colleagues in developing research, including acting as a research mentor.
- To lead on relevant impact and knowledge exchange activities that raise the profile of the departments and the University.
- To strengthen existing stakeholder networks and build new ones, in order to advance the University’s strategic research priority area.
- To undertake any other duties as may reasonably be required.
- To ensure that they are aware of and aligned with Goldsmiths’ Regulations, Strategy, and Objectives to work together to proactively advance Equality and Diversity.
- At all times to help maintain a safe working environment by participating in training as necessary and following the Goldsmiths’ Health and Safety Codes of Practice and Policy.
**Person Specification**

Detailed below are the types of qualifications, experience, skills and knowledge which are required of the post holder. Selection for interview will be made upon evidence of best-fit with the criteria.

The Essential criteria sections show the minimum essential requirements for the post, therefore if you cannot demonstrate in your application you meet the essential criteria categorised below, you will not be invited to interview.

The Desirable criteria sections show additional attributes which would enable the applicant to perform the role more effectively with little or no training.

The Category column indicates the method of assessment:

- **A** = Application form
- **I** = Interview
- **T** = Test
- **P** = Presentation
- **C** = Certificate
- **R** = Reference

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<tr>
<th>Essential Criteria 1 - Qualifications</th>
<th>Category</th>
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<tbody>
<tr>
<td>PhD in a relevant discipline</td>
<td>A, C</td>
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<tr>
<th>Desirable Criteria 1 - Qualifications</th>
<th>Category</th>
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<tr>
<td>PG Cert in HE</td>
<td>A, C</td>
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<th>Essential Criteria 2 - Experience</th>
<th>Category</th>
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<tr>
<td>Successful supervision of PhD students</td>
<td>A, I</td>
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<tr>
<td>Evidence of significant successful research grant applications</td>
<td>A, I, R</td>
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<tr>
<td>Experience of successful academic leadership and management</td>
<td>A, I</td>
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<td>Evidence of co-ordinating and leading colleagues in an academic setting with productive outcomes</td>
<td>A, I</td>
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<td>Strong experience of supervising large-scale research projects</td>
<td>A, I</td>
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<td>Productive collaboration with research teams within a university and across other universities and with relevant non-academic stakeholders</td>
<td>A, I, R</td>
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<td>Proven track record in knowledge exchange and research with impact</td>
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<th>Essential Criteria 3 – Knowledge</th>
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<td>An outstanding track record of internationally excellent research and publication in a field relevant to the strategic priority area</td>
<td>A, I, R</td>
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Well-developed programme for future research (including grant capture) and publication at a world leading level  

Understanding of the research funding landscape and the priorities of external funders  

**Essential Criteria 4 - Skills**

Excellent verbal, written and communication skills  

Proven ability to work collegially with others and be part of a team in order to deliver Departmental and University objectives  

Proven ability in managing large research budgets

Please also note that where qualifications are required, employment is conditional on the verification of them. Qualifications (must be original documents) will be checked before the first day of appointment. The Department is fully committed to equality and diversity in the recruitment and support of all staff and recognises this is an issue requiring constant vigilance and action; particularly in relation to the recruitment and support of people of colour, LGBTQ+, disabled and working-class staff.

For more information about the role, please contact in the first instance, Jennie San, j.san@gold.ac.uk.

**July 2023**
Summary of Benefits

If you choose to work with us, you'll become part of a learning organisation that is committed to professional and personal development, with comprehensive and innovative staff development and wellbeing programmes.

You'll also have access to frequent lunchtime and evening talks, seminars and performances, and annual performance and development reviews.

Our other benefits include:

- Competitive salary
- Working in Zone 2, with fantastic transport links and interest free travel to work loans
- Excellent annual leave entitlement plus additional closure days at Christmas and Easter
- Membership of USS or LPFA pension scheme, dependent upon grade
- Maternity, paternity, shared parental leave and adoption leave and pay
- Contractual sick pay provision
- Access to an Employee Assistance Programme, offering 24/7/365 confidential and free advice, support and information service on a range of personal, family or work-related matters.
- Free eye tests
- Cycle to work scheme
- Wellbeing initiatives including the Chaplaincy and Staff Choir
- On-site dining facilities
- Access to University of London facilities such as Senate House Library
- Membership of Staff Diversity Networks: (Dis)Ability, Goldsmiths Race Equality Group, LGBTQ+, Menopause, Parents and Carers, Women at Goldsmiths. (Staff are also encouraged to join networks as Allies should they wish to do so rather than as members)

Further information
For more information about Goldsmiths, please visit: www.gold.ac.uk/about

Thank you for your interest in working with us, we wish you all the best with your application.