CoSTAR Foresight Lab Research Associate/ Fellow

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<tr>
<th><strong>Department:</strong></th>
<th>Psychology</th>
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<tr>
<td><strong>Grade/ Salary:</strong></td>
<td>Grade 7, SP 32-35 £43,036 - £46,667</td>
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<tr>
<td><strong>Contract Type:</strong></td>
<td>Permanent / Fixed Term Until March 2029</td>
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<tr>
<td><strong>Hours:</strong></td>
<td>35 per week (Full time)</td>
</tr>
<tr>
<td><strong>Start date:</strong></td>
<td>By September 30th 2024, earlier if possible</td>
</tr>
<tr>
<td><strong>Location:</strong></td>
<td>Hybrid: New Cross, London and remote</td>
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**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 growing personally in a true learning organisation.

We are happy to supply information in alternative formats for disabled applicants. Please contact hr@gold.ac.uk to make your request.

**Introduction:** As the CoSTAR Foresight Lab Research Fellow/ Associate (dependent on experience and qualifications) at Goldsmiths, you will play a key role in delivering a broad range of the international quality, applied R&D planned by the CoSTAR Foresight Lab, helping fulfil Goldsmiths’ research role in the Foresight Lab’s ambitious, distributed multi-partner research plan. To do so, you will lead and conduct research on a range of topics focused on the future of converged, advanced media production across the screen (film and TV), games and performance sectors of the Creative Industries.

**CoSTAR:** Convergent Screen Technologies And performance in Realtime (CoSTAR) is a new national infrastructure designed to drive innovation in emerging technologies across screen, games and performance. Supported by UK Research and Innovation through the Arts and Humanities Research Council, the CoSTAR network is formed of five labs, based across the UK and bringing together a diverse range of partners across academia and the Creative Industries.

The CoSTAR network as a whole has an interdisciplinary, applied R&D focus on the future of advanced media production, spanning: AI, workflows and real-time processes, worldbuilding, new forms of data, new forms of human-computer interaction, networks, asset creation, performance and performers, automation, interactivity and virtual spaces, democratisation (expanding user groups, use cases, reduced costs etc.) and standards.

Passionate about advancing equality and celebrating diversity. Together, we are different.
CoSTAR Foresight Lab: Alongside the other labs, CoSTAR’s Foresight Lab is delivering a robust programme to address gaps in understanding how creative businesses are adopting and deploying advanced creative media technologies, and the impacts of these deployments. Led by Goldsmiths, in collaboration with the BFI, and Edinburgh and Loughborough Universities, the Foresight Lab leverages an unrivalled team and network, comprising world-leading players in the creative technology R&D space from both academic institutions and industry, across the UK. Our delivery partners include Olsberg SPI, ARUP, Data Thistle, i2 media research, Creative Industries Policy and Evidence Centre (PEC), Julie’s Bicycle, and Station 12.

Department of Psychology: The Foresight Lab is headquartered at Professor Freeman’s lab in the Department of Psychology at Goldsmiths. The Department has an innovative outlook, with world leading experts in all areas of Psychology. This includes ‘traditional’ areas such as neuroscience, clinical, educational, social, and forensic psychology as well as more innovative areas (media, consumer, digital, art, aesthetics, dance and music), that take full advantage of the learning ethos at Goldsmiths. REF 2021 recognised the significant quality and impact of the department’s research in society. Overall, 82% of our research and 100% of our research impact was rated at 4* and 3* level (quality that is world-leading or internationally excellent). Our research output reflects our diverse specialisms. We pride ourselves on being current, critical, and creative in our research.

Job description

Reporting to: Director of CoSTAR Foresight Lab (Prof Jonny Freeman)

Summary: You will be responsible for delivering and maintaining a cutting-edge workplan which will evolve dependent on sector, technology, and network developments over the duration of the project (to March 2029). This role is focused on both research and the effective communication of the research results to the Foresight Lab’s wide range of target audiences, including the other CoSTAR Labs, the wider academic community, the technology and media sector, the Creative Industries, funders and policy makers.

CoSTAR Foresight Lab research activities planned at Goldsmiths will focus on:

- Technology, Market and Audience Foresight, through collaboration with Foresight Lab Delivery Partners, and the project’s Foresight Board;
- Data based insight and foresight through analysis of primary and secondary qualitative and quantitative data (secondary data collected externally to the project, or by other Foresight Lab activities.) Analyses will focus on understanding the impacts of adopting and using advanced media production technologies on key topics including workflows, company activity and performance, EDI, and ecological sustainability;
- Sharing with partners across the Foresight Lab, and the wider CoSTAR Network methods, know-how and approaches to evaluate the experiences and needs arising from increased use of advanced media production technologies by: creatives, technologists, production teams, audiences, and distributors, both as individuals and companies. Key for us to track will be the extent to which the needs are met, to guide the optimisation of user experience for the
broad range of users affected by the shift to advanced media production
technologies;
- Ad-hoc collaborative research with R&D teams from Foresight Lab partners, the
  wider CoSTAR Network, and the wider academic and applied research
  communities. Studies might focus on any of: Foresight, AI, workflows and real-
time processes, worldbuilding, new forms of data, new forms of human-
computer interaction, networks, asset creation, performance and performers,
automation, interactivity and virtual spaces, democratisation (expanding user
groups, use cases, reduced costs etc.) and standards.

Goldsmiths’ research activities will interact closely with and complement those of our
Foresight Lab Partners and Delivery Partners on sector research, carbon, EDI, data
formats, policy and impact, the international context, and foresight.

The role will involve interaction with multiple project partners, delivery partners and
contractors. You will work closely with the local team at Goldsmiths, the Foresight Lab
Executive and the full project team. You will regularly update the Programme Manager
on progress of your planned research activities and will regularly update your forward
work plan in concert with project partners.

This is a uniquely exciting applied-research position with excellent development
opportunities. The post would suit a post-doc or industry researcher with a minimum of
3 years of postgraduate-level experience demonstrably relevant to the role (e.g., of
some of the methods and/ or domains described above, in particular the topics bolded
above.)

This is a hands-on role in a fast-moving, complex project operating at the cutting edge
of advanced media production technologies and practice. We are looking for a socially
skilled, flexible and pragmatic individual with a keen eye for detail and excellent
communication skills.

Main duties and Key Responsibilities

Research and dissemination

- Deploy specialist knowledge in (a) relevant area(s) from those in bold above to deliver
  high quality research meeting Foresight Lab and team objectives
- Maintain an up-to-date slate of upcoming sub-projects and proposals
- Collaborate effectively with a wide range of stakeholders
- Extend, transform and apply knowledge acquired from the project’s research to
  appropriately support external facing dissemination
- Write or contribute to publications or disseminate research findings using media
  appropriate to CoSTAR, in partnership with Foresight Lab partners
- Make presentations at industry and academic conferences
- Work towards development of independent research proposals to expand the team
- Assess, interpret and evaluate outcomes of research
- Develop new concepts and ideas to extend intellectual understanding
- Resolve problems of meeting research objectives and deadlines
- Plan several months in advance to meet deadlines for AHRC project reports,
  industrial partner deadlines and to support preparation for presentations to internal
  and external stakeholders
Networking and collaboration

- Work with project team colleagues to deliver project deliverables and milestones
- Update Foresight Lab Programme Manager on progress, escalate any issues
- Collaborate proactively within Goldsmiths, across the Foresight Lab, and externally more widely to complete and initiate research projects and advance thinking
- Participate in and develop external networks, for example to build relationships for future activities
- Routinely communicate complex and conceptual ideas to those with limited knowledge as well as to peers using high level communications skills and a range of media

Team work

- Develop productive working relationships with other colleagues in the lab, across Goldsmiths, across the Foresight Lab, and across the CoSTAR Network
- Mentor colleagues with less experience and advise on professional development
- Coach and support colleagues in developing their research techniques
- Supervise the work of others, for example across the Foresight Lab, or of students working in Prof Freeman’s lab
- Input to decisions on research programmes and methodologies, in collaboration with colleagues subject to the approval of the Foresight Lab Executive

Develop new research areas and funding streams

- Identify sources of additional funding and contribute to the process of securing funds
- Think entrepreneurially to develop ideas for income generation, obtain consultancy projects or develop sponsorship for the lab
- Develop ideas for promoting the Foresight Lab
- Develop ideas for application of research outcomes

Support Goldsmiths regulations, policies and ethics

- As a member of staff, you will be encouraged to make ethical decisions in your role, embedding the University sustainability strategy into your working activities wherever possible.
- You will be required to undertake any other duties as may reasonably be required commensurate with the grade of the post.
- Ensure that you 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 will be made upon evidence of best-fit with this 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
- C = Certificate
- R = Reference
- T = Test
- P = Presentation

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<tr>
<th>Essential Criteria 1 - Qualifications</th>
<th>Category</th>
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<tr>
<td>Educated to first degree level (2.1 or higher) or equivalent formal training</td>
<td>A, C, I</td>
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<tr>
<td>Postgraduate qualification (e.g., MA/MSc, Diploma) in a relevant discipline OR comparable, recent relevant professional work experience in a related area</td>
<td>A, C, I</td>
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<tr>
<th>Desirable Criteria 1 - Qualifications</th>
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<td>PhD in a relevant discipline (which may include Psychology, Business Studies, Human Computer Interaction, Gaming, Multimedia Design, Media Production), or recent relevant professional work experience in a related area</td>
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<th>Essential Criteria 2 - Experience</th>
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<td>Experience of working on and interfacing effectively with multiple work partners in large scale projects (whether multiple partners within a large organisation, or partners from different organisations)</td>
<td>A, I, R</td>
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<tr>
<td>Experience of developing, conducting and delivering complex plans in collaborative work environments (preferably with a research and development focus)</td>
<td>A, I, R</td>
</tr>
<tr>
<td>Experience of designing, conducting, and analysing qualitative research activities</td>
<td>A, I, R</td>
</tr>
<tr>
<td>Experience of designing, running, and analysing quantitative research activities</td>
<td>A, I, R</td>
</tr>
<tr>
<td>Experience of and ability to prioritise competing tasks/ work across several sub-projects</td>
<td>A, I, R</td>
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Desirable Criteria 2 - Experience
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<th>Experience of managing staff in ad hoc teams allocated to project delivery</th>
<th>A, I, R</th>
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<td>Experience of working in the higher education sector, or demonstrable understanding of the cultural environment of universities and the issues impacting the sector</td>
<td>A, I, R</td>
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<tr>
<td>Experience working in the media production or in digital media industries</td>
<td>A, I, R</td>
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<tr>
<td>Experience of developing and maintaining a network of contacts throughout own work area</td>
<td>A, I, R</td>
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<tr>
<td>Project management experience</td>
<td>A, I, R</td>
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**Essential Criteria 3 – Knowledge**

- Domain expertise in area(s) directly relevant to the Foresight Lab’s activities as defined in this document  
- Demonstrable experience of desk and informal research  
- Creative and organised thinker  
- Effective, social team-player

**Desirable Criteria 3 - Knowledge**

- Awareness of current R&D topics and challenges in advanced media production and creative technologies R&D

**Essential Criteria 4 - Skills**

- Excellent formal and informal oral and written presentation skills  
- Excellent computer skills (Word, Excel, PowerPoint, statistics packages)  
- Effective communication skills, both written and verbal, delivering a variety of presentations, communicating to staff at all levels  
- The ability to plan, monitor and revise requirements based on changing circumstances and events.  
- Must be well organised with a methodical and structured approach to work, and good attention to detail.  
- Management of information, including capturing actions, carrying out and follow up of actions

**Desirable Criteria 4 - Skills**

- Have client facing work experience  
- Report writing skills  
- Strong networking and influencing skills  
- Good client relationship skills/management

Please also note that where qualifications are required, employment is conditional on their verification. Qualifications (must be original documents) will be checked before the first day of appointment. For more information about the role, please contact Professor Jonny Freeman, on j.freeman@gold.ac.uk. **May 2024**
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](http://www.gold.ac.uk/about)

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