

# Research Associate: Institute for Creative Technologies *(Fixed Term)*

We are one of the great British art schools: a specialist creative arts university that draws on nearly 180 years of history, with our focus on the future and the role of creativity in addressing global challenges and opportunities.



For further information about Norwich University of the Arts and our community please visit [norwichuni.ac.uk](https://norwichuni.ac.uk)

We celebrate diversity and believe it to be at the core of any creative endeavour. Whatever your background, identity and prior experience, wherever you are from, we want you to bring your whole self to work each day, in an environment that recognises your unique contribution.

In choosing to work at Norwich University of the Arts, you will join a community of creative academics, technicians and professional experts who are committed to delivering exceptional Creative Arts Education, Research and Knowledge Exchange. You will work in a stimulating and critically engaged workplace, where the creativity of all our students will develop because of your commitment.

With nearly 3,000 students and more than 700 dedicated colleagues, Norwich University of the Arts is proud to be a small university making a big impact. We are the only specialist creative university to achieve a triple gold rating in the Teaching Excellence Framework (TEF) and were recently named Arts University of the Year 2025 by the Daily Mail

We are in the Top 10 for Teaching Quality in the 2022 Sunday Times Good University Guide. We are the highest climber in the Complete University Guide 2023 – the highest-ranked specialist creative arts university outside London and were named University of the Year for Student Retention by the Sunday Times 2020 Good University Guide for the support we offer from pre-enrolment to post-graduation.

You will work in the heart of Norwich. We are proud of our award-winning campus, which has played a pivotal role in regenerating an exciting quarter of the city.

Our 21st century teaching spaces and workshops are housed in renovated buildings with Medieval, Victorian and Edwardian heritage. Norwich University of the Arts won the Outstanding Estates Strategy Award at the 2018 Times Higher Leadership and Management Awards.

In support of its new Strategy, the University has recently acquired a new building in the heart of Norwich. Bank Plain, a former bank, is an additional 37,000 sq. ft of space and an ambitious commitment to being a high profile, civic university championing the creative arts.

Ninety-four per cent of our graduates are in work or further study six months after graduation, and Norwich University of the Arts won a Guardian University Award for Employability and Entrepreneurship in 2019 for our innovative 'gamification' of careers advice. You will find our graduates in key positions across and beyond the creative sector and industries.

There are of course Oscar nominees and BAFTA winners but also rising stars who are honoured across the creative industries: from D&AD Pencil winners, to emerging fine artists, photographers and fashion designers.

We understand that making career choices requires careful consideration. We hope that as you learn about us you will be inspired by our ambitions for the future.

**Professor Simon Ofield-Kerr, Vice-Chancellor, Norwich University of the Arts**

Committed to

# EQUALITY DIVERSITY

Norwich University of the Arts is committed to being an inclusive community that offers equality of opportunity and enables our staff and students to flourish and succeed, regardless of their background or personal circumstances.

Our commitment to equality, diversity and inclusion is embedded in everything that we do. We celebrate the diversity of our backgrounds, cultures and actions, promoting art and design as a catalyst of social change. As such, we are champions for the creative arts; empowering all of our students to be valued and productive members of society, with ambitions to change the world.

Situated in the historic city centre of Norwich, with an impressive estate that encompasses both historic buildings and brand-new state of the art facilities, the University is a vibrant community that forms the beating heart of the city and region's arts and cultural worlds.

We are seeking to appoint an experienced and innovative Research Associate to join the Institute for Creative Technologies at Norwich University of the Arts. This is an exciting opportunity for a motivated environmental artist and software developer to immerse themselves in pioneering research at the intersection of creative practice, digital technology, and environmental stewardship.

Working closely with the Director of the Institute, you will lead the development of photo-realistic 3D models and real-time Unreal Engine environments for water restoration projects in partnership with the Broads Authority and the River Waveney Trust. Your work will contribute to a dynamic research culture where knowledge exchange and creative practice are deeply embedded, supporting the University's commitment to impactful, community-connected research.

You will bring substantial experience in building virtual environments in Unreal, real-time simulation, and technical development, evidenced by successful collaborations with artists and technologists.

We are looking for a candidate with vision, expertise, and collaborative spirit to help shape the future of creative technology research at Norwich. Excellent organisational and communication skills, as well as proficiency with Unreal Engine, are essential. You will demonstrate a commitment to inclusivity and the ability to inspire students, colleagues, and partners alike.



Research Associate: Institute for Creative Technologies  
(Fixed Term)

Full-time for a fixed term of 8 months  
35 hours per week

Salary: £38,784 per annum, pro rata for the duration of the 8-month fixed-term contract.

Closing date for applications: 4<sup>th</sup> September 2025 at 5pm

Interview date: Interviews will be held in the week commencing 15<sup>th</sup> September 2025





East Garth





Job Description

## Research Associate: Institute for Creative Technologies

Reporting to: Director of Institute for Creative Technologies

# Job Purpose

- Working with the Director of the Institute for Creative Technologies, the postholder will develop photo-realistic 3D models and Unreal environments related to ongoing water restoration research in partnership with the Broads Authority and River Waveney Trust and contribute to the creation of a broad and embedded research and knowledge exchange culture with creative practice at the core
- The postholder must be an experienced environmental artist and software developer with a track record of working in partnership with artists and creative technologists
- This role will support the University's creative technology research projects and enhance their impact. This role will focus on developing real-world simulations through the Immersive Visualisation and Simulation Lab, and connecting this work into the wider communities
- This role is initially for advertised for 8 months. Subject to future funding, there may be an opportunity for this to become a permanent post within the Institute for Create Technologies.

# Duties and Responsibilities

- Contribute expertise to the development of the Institute for Creative Technologies and Water Restoration projects
- Develop new working methods and software tools to simulate 3D natural environments based on geographical and environmental data
- Ensure the process of creating this work is fully documented, including a reflective commentary on process, aims and analysis, for entry onto the University's impact tracker
- Design and deliver briefing sessions on the associate's work to academic staff and student groups.
- To participate in Institute of Creative Technology team meetings and events, as required, and work with all other areas of the Norwich University Research Office providing highest possible level of service and standards
- Make a significant contribution to the institute by building internal and national/international relationships and collaborations
- Undertake any other duties relating to the role as required by the line manager





Project Hall, Bank Plain



# Person Specification

Essential	Desirable
<ul style="list-style-type: none"><li>• A track record of building natural environments with the Unreal Engine</li><li>• Confidence in learning new technologies, including the development of immersive audio, virtual production, AI, and interactive tracking tools</li><li>• Ability to communicate clearly and persuasively, explaining complex matters in a clear and concise way to a range of internal and external audiences</li><li>• Ability to clarify, plan and prioritise own work to achieve objectives to the standards expected, including proactively working with others to achieve individual and team objectives</li><li>• Positive and flexible team worker who possesses excellent organisational skills including time management</li><li>• Ability to use initiative and make independent decisions within the confines of role responsibilities</li></ul>	<ul style="list-style-type: none"><li>• Experience working with the Unity3D game engine</li><li>• Experience using Blender and/or Houdini for simulation of natural environments</li><li>• Software development experience in Blueprints, Python, C++, and/or vibe coding environments</li><li>• Experience of research bid development and impact processes</li><li>• Experience of delivering workshops in Higher Education environments</li><li>• Completion (or near completion) of an advanced degree (MSc, MA, PhD)</li></ul>

# Further Information

## **Equality, Diversity and Inclusion**

It is important that our University community supports our policy on equality, diversity and inclusion and that each of us reflects this in the way that we work.

## **Health and Safety**

We are all responsible for helping to make the University a safe and healthy place to work and study, ensuring that we are compliant with our Health and Safety Policy.

## **Policies and Procedures**

We should keep up to date with the University's policies and processes which are usually available on our intranet, reflecting these in the way that we work.

## **Staff Development**

Our performance and development activities include appraisal and development reviews, participation in learning and development, and a personal responsibility to maintain our own subject knowledge.

## **Confidentiality**

We must maintain appropriate confidentiality in relation to our work and that of the University.

## **Variation to Job Description**

We may vary your duties and responsibilities outlined in the job description to reflect the changing needs of the University.







# General Information

## Terms and Conditions of Appointment

On appointment, you will receive a full statement of terms and conditions for your role.

### Duties

Your duties and responsibilities are outlined in the job description

### Starting Date

This post is available on a fixed term basis for 8 months, to commence as soon as you are available.

### Hours of Work

The standard hours of work for academic staff is not less than 35 hours per week and any additional hours as are necessary for the delivery of your duties and responsibilities.

### Salary

The salary for this post is £38,784, pro rata for an 8-month fixed term contract.

### Annual Leave

The annual holiday entitlement is 35 days, plus 8 statutory days. In addition, we may grant up to 4 concessionary days leave per year when the University is closed. As this is an 8-month fixed-term contract, your annual leave entitlement will be calculated on a pro-rata basis.

## Interview Expenses

Reasonable travel and incidental expenses will be reimbursed when agreed in advance in line with the University's Candidate Interview Expenses Guidelines which are available on request.

## Offers of Employment

All provisional offers of employment are subject to evidence of eligibility to work in the UK, verification of qualifications, satisfactory references and medical assessment process.

If you are unsure of your right to work in the UK you can use the Gov.uk visa checking tool to establish your eligibility and options relating to visas.

Please be aware that all visa routes have their own eligibility criteria and not all roles/applicants will be eligible for sponsorship under the Skilled Worker visa route

## Referees

References will not normally be taken up unless a provisional offer of employment is made.

All offers of employment are subject to receipt of satisfactory references covering current or most recent employment and the past three years of work.



# Application and Recruitment Process



## Job Description and Person Specification

Within this pack you will find the job description and person specification for the post for your consideration before you complete your application form.

The Job Description provides information about the main duties and responsibilities for the position. It also explains the purpose of the post.

The Person Specification sets out the experience, skills, abilities and characteristics to perform the duties in the job description.

We recognise that candidates may sometimes not meet all of our requirements. If you like what you've seen so far, we would still like to hear from you.

## Application Form

We ask that applicants complete the application form in full and as clearly as possible.

You may, if you wish, submit a CV with your application form. However, we are unable to accept CVs without a fully completed application form.

The application form is the first stage in the recruitment and selection process and is a key element in being short-listed for an interview and the possible offer of a job.

## Equal Opportunities Monitoring

As part of our commitment to equality, diversity and inclusion, we monitor the diversity of our workforce and applicants to help us review the effectiveness of our policies and procedures.

To help us with this, we ask that you complete the Equal Opportunities Monitoring section of the application form.

## Submission of Application Form

Please submit both your completed application and EDI forms to [jobs@norwichuni.ac.uk](mailto:jobs@norwichuni.ac.uk) quoting reference 'A1123'.

Please note that we can only accept forms in either PDF or DOC format.

The closing date for this vacancy is:  
4<sup>th</sup> September 2025 at 5pm.

We regret we are unable to accept late applications.

## Interview Arrangements

Interviews will normally be held on campus.

We will be in touch to let you know if you are shortlisted for interview.

Interviews will be held in the week commencing 15<sup>th</sup> September 2025.

Due to the high volume of applications we receive we are unable to provide you with feedback.

If you are shortlisted, we will ask you to provide us with evidence of your eligibility to work in the UK.

We would like to take this opportunity to thank you for your interest in this position and wish you success with your application. If you have any queries regarding any aspect of the recruitment and selection process, please contact the Human Resources Team by emailing [jobs@norwichuni.ac.uk](mailto:jobs@norwichuni.ac.uk)





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