

Senior Technician - Creative Technologies

We are one of the great British art schools: a specialist creative university that draws on our 180 years of history. As a university, we excel in our disciplines and understand powerfully the transformative potential of creative practice for individuals, communities and industries.



For further information about Norwich University of the Arts and our community please visit norwichuni.ac.uk

As we expand our specialist character and bring the power of creative, practice-based education to a wider range of subjects, 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 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.

We are the only specialist creative arts and design university to have achieved Triple Gold in the most recent Teaching Excellence Framework (TEF) and were named Arts University of the Year 2025 by the Daily Mail. In 2023, we were the highest climber in the Complete University Guide and recognised as the top specialist creative arts university outside London. This year, the Guardian University Guide 2026 ranked us as the highest-rated university in the East of England after the University of Cambridge.

You will work in the heart of Norwich. Our award-winning campus has played a key role in the regeneration of one of the city's most vibrant quarters. Our 21st-century teaching spaces and workshops occupy renovated buildings with medieval, Victorian, and Edwardian heritage. The University has recently expanded with Bank Plain, a 37,000 sq. ft city-centre building — a major investment that reflects our ambition to be a leading civic university championing creativity in all its forms.

Ninety-four per cent of our graduates are in work or further study within six months of graduating. Our innovative approach to employability and entrepreneurship has been nationally recognised, and our graduates hold key roles across and beyond the creative industries — from Oscar and BAFTA nominees to D&AD Pencil winners, fine artists, designers, and creative technologists. This track record gives us confidence that our success in graduate outcomes will continue as we apply our distinctive culture and practice to an expanding range of specialist subjects.

Creativity is not only what we teach but how we engage with the world. Through our Research and Knowledge Exchange Institutes, we lead cross-disciplinary projects that address social, cultural, and environmental challenges — from immersive digital experiences tackling climate change to arts-led initiatives in mental health. At the centre of this work is the Interactive Visualisation and Simulation Lab (IVSL), funded as part of the Creative Research Capabilities (CResCa) world-class labs programme.

The IVSL supports research into climate futures, virtual heritage, spatial computing, applied games, and virtual production. Our growing research reputation is also reflected in recent grants and collaborations, including a major award from the Water Restoration Fund (WRF). These achievements demonstrate our expanding contribution to creative innovation, cultural development, and social impact — shaping the future of creative higher education in the UK and beyond.

We hope that as you learn about us, you are inspired by our ambitions for the future.

Professor Ben Stopher,
Vice-Chancellor

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.

At Norwich, we champion interdisciplinary artistic practice: we strive to encourage our students to explore the intersection between traditional methods and emerging technologies. To support this, our technical team provides a range of high-quality workshops and specialist support pathways for students to bring their creative ambitions to life.

We are looking for an experienced and adaptable creative technologist to support the operation and growth of our creative computing and digital production facilities, including our Computing Hub and Creative Technology Lab.

In this role, you will provide expert technical support to empower staff and students to integrate new technologies into their creative practice. A key requirement of this role is strong practical programming experience, particularly working with real-time environments such as Unity or similar platforms. You will design and deliver workshops that will help students experiment and realise ambitious projects involving projection mapping and lighting design, XR, 3D scanning, interactive installations, and creative applications of code. You will also contribute to the development and maintenance of specialist facilities, ensuring they remain safe, innovative, and aligned with contemporary industry practice.

You will bring strong practical experience within the fields of Creative Computing, Video Design, or XR development; you will also demonstrate the ability to clearly convey technical concepts in these areas to a diverse range of learners. You will already be confident working with video mapping tools, graphic programming environments, game engines, creative coding languages, and physical computing devices. You will enjoy developing your skills with new technologies and encouraging others to do the same.

We are looking for someone who thrives in a collaborative, hands-on environment; enjoys problem-solving; and is excited by experimentation and emerging practices. You will be part of a dynamic technical services team committed to creating an inclusive, supportive, and innovative learning environment.

If you are enthusiastic about creative technology and enthusiastic about supporting the next generation of digital creators, we would love to hear from you.



Senior Technician - Creative Technologies

Full-time

37 Hours per week for 52 weeks per year

Salary: From £33,002 to £37,694 per annum

Closing date for applications: Sunday 12th July 2026

Interview date: Wednesday 22nd July 2026





Job Description

Senior Technician - Creative Technologies

Reporting to: Technical Services Manager: Computational Arts

Job Purpose

- Work as a lead technician providing specialist expertise for an area of work and provide high quality support.
- Work closely with the Technical Services Manager, and academic teams to develop technical pedagogy, make best use of existing technical resources and contribute to further development of facilities.
- Connect with relevant internal and external networks and use these contacts to enhance delivery.
- Identify appropriate personal development opportunities and actively keep up to date with relevant discipline knowledge, trends, and technology, and apply this to technical instruction and learning practices.



Duties and Responsibilities

Technical Instruction & Learning

- Consult with academic teams to design and deliver specialist technical instruction and learning activities in different environments such as studios, workshops, computer labs, technical studios, performance, and exhibition spaces, and online as needed
- Operate technical resources to support high quality learning and teaching and research activity to enhance the student experience
- Take a 'front of classroom' lead in demonstrating the use of hardware, software, and other equipment in workshops and to answer questions related to those demonstrations
- Provide guidance and advice to students, helping students to identify and supply appropriate techniques, processes, materials, resources, and equipment to meet learning outcomes
- Demonstrate the use of specialist equipment including both digital and traditional equipment as needed
- Design and publish resource information, technical instruction, and other support material in appropriate formats for physical and virtual learning environments
- Plan and organise materials and equipment required for instruction and practical sessions including

preparation of materials and setting up of equipment ensuring that it is all working correctly

- Advise academic staff on the purchase of specialist equipment and materials for effective learning and teaching
- Make recommendations on best use of technical resources and future developments to meet changing needs
- Provide guidance and training in specialist/complex technical area
- Work flexibly as needed to provide technical services across all academic programmes.
- Inform development of technical services to meet emerging academic needs and industry trends
- Provide technical know-how and expertise in own area of work
- Provide technical advice, guidance and assistance to academic colleagues, and external clients.
- Any other associated duties as required by the Technical Services Manager or the Head of Technical Services.

Resource Management

- Ensure that working spaces and equipment are properly maintained and kept in good order to ensure an appropriate academic and technical working environment

- Manage the day-to-day relationships with external suppliers of equipment and materials
- Undertake routine maintenance and repair of specialist/complex equipment including planned preventative maintenance and on the spot fixes
- Maintain the online equipment loan logging systems, ensuring access to, and return of kit, kit maintenance and supply of related consumables
- Maintain electronic records relating to equipment and consumables such as inventories, records of stock levels and equipment loans and cashless sale systems
- Undertake risk assessments and take responsibility for controlling hazards and reducing risks in the workplace
- Ensure that standards of work are fully compliant with Risk Assessments, COSHH records and the University's health and safety policies and relevant regulations
- Resolve day to day operational problems with the Technical Services Manager
- Assist in the planning, preparation, mounting and dismantling of exhibitions showcases and other public events

- Contribute to the planning and development of resources and facilities to enhance learning needs, outcomes, research, and commercial activities
- Issue of materials and equipment, including cashless sales

Staffing & Professional Development

- Assist the Technical Services Manager with the day-to-day supervision of junior staff in technical resource areas
- Act as panel member for technical staff recruitment
- Undertake continuous personal and professional development and maintain a keen interest in technical developments that are relevant to the technical support of academic programmes

Financial

- Operate electronic record systems related to financial administration and associated with raising purchase orders, processing invoices, recording goods received

Committees & Working Groups

- To be a member of the University committees and working groups as required

Person Specification

Essential

Knowledge & Experience

- Professional experience in a practical discipline related to Creative Computing, Creative Technology, Video Design, or XR Development.
- Experience working with XR development frameworks such as Unity, Unreal Engine, or Apple RealityKit.
- Experience working with real-time media and projection mapping software such as Madmapper, Resolume, or VDMX.
- Working fluency in at least one modern programming language (e.g. C#, Python, JavaScript, Swift), with the ability to learn new development tools and platforms quickly.
- Experience using version control systems, particularly Git.
- Ability to work across multiple operating systems including macOS, Linux, and Windows.
- Experience in at least two of the following areas, with a commitment to developing skills in the others:
 - Digital image, video or sound manipulation (e.g. TouchDesigner, Isadora, MaxMSP)
 - 3D scanning (Structured-light scanners, LiDAR, Polycam, RealityScan)

- Physical computing (e.g. Arduino, Raspberry Pi, DMX, MIDI)
- Lighting design & programming over DMX, sACN, or Art-Net
- Knowledge and experience of Health and Safety practices relevant to subject area, creating risk assessments and their application.

Qualifications

- Educated to degree level in a relevant subject and/or equivalent professional experience in a similar role (e.g. Creative Computing, Immersive Media Design, Video/Projection Design).

Ways of Working

- Ability to apply innovative approaches to the design and delivery of high-quality programs of technical skills instruction that encourages experimentation; reflects contemporary practices and methodologies; and shows a demonstrable commitment to responsible and inclusive practice.
- Ability to manage a busy technical environment ensuring health and safety procedures are always followed.
- Ability to identify innovative and creative solutions to resolve problems.

- Ability to set personal targets and manage own workload with minimum supervision.
- Ability to supervise the workload of others
- Ability to work proactively on your own initiative, as part of a team and collaborate across different professional groups.
- Commitment to providing high quality customer service upholding the quality of user experience.

Personal Attributes

- Commitment to own personal and professional development.
- An awareness of the professional and industry requirements of future graduates.
- Demonstrates networking, diplomacy and liaison skills.
- Commitment to gaining professional recognition.
- Demonstrable interest in, and knowledge of, trajectories of technical services provision in higher education.

Desirable

- Postgraduate degree in a relevant subject area
- Experience in performance/motion capture, hand & body tracking (e.g. Live Link Face, Rokoko, Leapmotion, Azure Kinect)
- Experience of electronics, circuit design, and microcontrollers.
- PGCert or Advance HE Fellowship.
- Knowledge of video post-production software (e.g. Adobe Premier Pro, After Effects)
- Knowledge of digital audio workstations (e.g. Ableton Live, Adobe Audition)



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 offered on an indefinite basis to commence as soon as you are available.

Hours of Work

The standard hours of work are 37 hours per week.

Salary

This post is on an incremental salary scale. The salary for this post is Grade 6, which is from £33,002 to £37,694 per annum.

Annual Leave

Your annual leave entitlement will be 26 days per annum on appointment, rising to 28 days per annum between 3 and 5 years of service, and 30 days per annum after 5 years of service by the commencement of the annual leave year, plus 8 statutory days (pro rata). In addition, the University may grant 4 or 5 concessionary days leave per year when the University is closed.

Pension

Employees have the benefit of joining the Local Government Pension Scheme, a defined benefit pension scheme which builds up a pension on a "Career Average" salary basis to which the University currently contributes an additional 25.3%.

As a member of the scheme, you would be provided with a secure future retirement income, independent of share prices and stock market fluctuations. There is also cover in the event of early retirement on the grounds of permanent ill-health, redundancy or business efficiency. Plus you have the option, on retirement, to exchange part of your pension for some tax-free cash.

From the moment you join, the benefits of the pension scheme also include life cover and family benefits for partners and children in the event of your death.

As a member of the Local Government Pension Scheme you have the security of these valuable benefits at a relatively low cost to you. You can find out more about the pension scheme by visiting the Norfolk Pension Fund website at <https://www.norfolkpensionfund.org>

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.



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Amma Asante, Chancellor

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.

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

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 form and EDI form to jobs@norwichuni.ac.uk quoting reference A1185-2.

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

The closing date for this vacancy is: Sunday 12th July 2026

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 on Wednesday 22nd July 2026

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.



Adam Billings



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