

## Research Associate (Creative Technology Sustainability)

### Role Summary:

A proactive and flexible Research Associate is required to co-ordinate aspects of a collaborative research project, *ACES: Access, Carbon, Equity and Skills*, managed jointly by [Julie's Bicycle](#) (JB) and [Loughborough University London](#). The ACES project is funded by the BFI National Lottery Innovation Challenge Fund with [Goldsmiths, University of London](#) as the lead partner, and is part of the [CoSTAR Foresight Lab](#).

The initial 9-month period of research work will focus on the 'carbon' strand, analysing carbon, sustainability, and climate and environmental justice across new technologies in film, TV, gaming, performance and digital entertainment.

<b>Job title:</b>	<b>Research Associate (Creative Technology Sustainability)</b>
<b>Contract:</b>	9-month, freelance contract of approximately 40 days. Opportunity to extend to May 2027 pending funding.
<b>Location:</b>	Remote (office space always available at Somerset House, London, and Loughborough University London). Applicants will be required to do infrequent domestic travel to London at their own cost.
<b>Salary/fee:</b>	<b>Pay is £180 per day (equivalent to ~£35k per annum)</b>
<b>Reporting to:</b>	Tenaya King (Julie's Bicycle) and Graham Hitchen (Loughborough University).
<b>Start date:</b>	ASAP
<b>Working hours:</b>	We are anticipating between 2-4 days per month, with more intensive periods of work in May, June, September and October. At least 3-4 days will be full-day workshops during working hours.

If you would like this application pack in a different format (e.g. large print or audio file), please email [recruitment@juliesbicycle.com](mailto:recruitment@juliesbicycle.com).

### The Role

#### **Purpose**

To on the lead research aspects, provide programme delivery support, and perform related administrative duties to:

- Undertake secondary research on sustainability initiatives across new technologies in games, film, TV, performance and digital entertainment
- Service and support round-table discussions and workshops, capturing insights from participants
- Producing regular internal reports and contributing to external reports, drawing on the above
- Contribute towards policy briefings
- Contribute to the development of industry-wide toolkits, insights and guides.

We are particularly interested in applicants with strong experience (either work experience and/or research) in new technologies used across the creative industries, such as virtual production, AI, virtual existence, and hardware. Applicants should be confident in writing and developing usable, concise guides and tools for a wide range of audiences, and we are keen to identify someone with an interest or background in sustainability.

The Research Associate will form part of a small programme delivery team, reporting to Tenaya King (Julie's Bicycle) and Graham Hitchen (Loughborough University). The role will also involve considerable collaboration with Goldsmith's University, and the ACES delivery team.

## **Job duties**

- Undertake a comprehensive review of available initiatives and innovations related to sustainability in new and convergent technologies (focusing on the UK, with some consideration of international approaches)
- Support the development of a mapping platform or tool based on the review
- Lead on the preparation of reports, briefing papers, and workshop materials on sustainability in new and convergent technologies for a wide range of audiences
- Support workshop facilitation and engagement moments with industry connections, leadership and experts to inform project development
- Help organise meetings and other events (online and face-to-face) for researchers and policymakers
- Maintain a system for storage and management of all written and visual material
- Undertake other duties as may be reasonably requested and that are commensurate with the nature and grade of the post

## **Person Specification**

Your application will be reviewed with respect to meeting the essential criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential criteria in their application. Stages of assessment are as follows:

1 – Application

## 2 – Interview

Area	Criteria	Stage
Essential Criteria		
Experience	Confident researcher, used to conducting literature reviews, with outstanding synthesising and writing abilities. We'd like to see evidence of previous experience preparing reports, briefings, and guides using quantitative and qualitative research suitable for publication in both academic and non-academic contexts.	1, 2
	Knowledge of creative industries, particularly games, film, TV, performance and digital entertainment	1, 2
	Knowledge of emerging technology (e.g. virtual production, AI, virtual existence, and hardware) and its use in the creative industries	1, 2
Skills	A curious, open-minded person with the ability to adapt, pivot, and think strategically.	1, 2
	Strong interpersonal skills	1, 2
	Self-motivated, with the ability to work under strict deadlines, proactively and independently	1
	Ability to work well with others collaboratively both within the same organisation and other project partners	1
	Ability to present research work to both research and policy audiences	1
Qualifications	A Master's level qualification or 3+ years work experience in the field that is closely related with the indicated areas of research	1, 2
Other	Commitment to observing <a href="#">Loughborough University's Equal Opportunities</a> policy and JB's Equity and Diversity Policy at all times	1
	Willingness to travel and attend meetings related to the collaborative project and other networking activities	1
	Right to work in the UK	1
Desireable		

Experience	Knowledge of environmental sustainability, including carbon accounting, the environmental impacts of technology, and climate and environmental justice	1, 2
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## **Why Join Us?**

At Julie’s Bicycle, you’ll join a passionate team working at the intersection of creativity and climate action. We offer a collaborative, inclusive, and flexible working culture – where your voice will shape how the cultural sector responds to one of the greatest challenges of our time.

Working on the ACES project will give you the opportunity to contribute to cutting-edge industry research, helping industry, research and policy makers to shape and inform future technology-driven creative RD&I in screen, games, performance and digital entertainment. As part of the [Foresight Lab](#) and the broader CoSTAR network, your work will directly impact the future of creative innovation in the UK.

### **About the ACES: Access, Carbon, Equity and Skills (ACES) project**

The [BFI National Lottery Innovation Challenge Fund](#) is awarding £350,000 to Goldsmiths, University of London to deliver ACES, a programme seeking to support Equitable Futures in Screen, in collaboration with other organisations and universities across the UK. Julie’s Bicycle and Loughborough University are focusing on the ‘carbon’ strand of this work, bringing together leading expert partners from across the screen sector and academia.

The project aims to positively shape the future of the UK’s screen and creative industries by better understanding new technologies’ impact on three critical challenges: environmental sustainability, equity, diversity and inclusion (EDI), and the workforce impacts of AI. Supporting a UK-wide programme of workshops, foresight scenario development, and place-based policy pilots, ACES will engage stakeholders across the country, from industry leaders and creatives to policymakers and educators. It will co-design new toolkits, resources and programmes to ensure that technology adoption in the production of film, TV, and digital entertainment is equitable, inclusive, and environmentally responsible.

### **About Julie’s Bicycle (JB)**

JB is a leading non-profit putting climate action at the heart of culture. We believe that creativity is a powerful catalyst for change – and that the arts and cultural sector has a vital role to play in building a just, regenerative future.

For nearly 20 years, we've worked with artists, cultural institutions, funders, and policymakers to mobilise creative climate leadership through advocacy, research, policy influence, training, and community building. We champion climate and environmental justice, centre equity, and believe that environmental solutions must be driven by cultural shifts as well as systems change. For more information please see: [juliesbicycle.com/our-work/](https://juliesbicycle.com/our-work/).

### **About Loughborough University London**

Loughborough University London is a prestigious UK top 10 university situated in the heart of the capital, committed to pushing the boundaries of knowledge and tackling complex global challenges. We offer an inspiring environment that connects some of the world's most talented and driven students. Our diverse community fosters the free flow of ideas and nurtures partnerships, with students benefiting from close relationships with our resident academic experts and influential industry leaders who are eager to share their insights and unlock opportunities. For more information please see:

<https://www.lborolondon.ac.uk/about/>.

### **About Goldsmiths, University of London**

Goldsmiths, University of London offers a space for self-discovery, delivering world-leading research and progressive teaching from our single-site campus in the heart of South East London. Our research draws on expertise from across our disciplines to help us craft responses to some of the most pressing topics of our time – including environmental sustainability, population change, AI and sexual, gender and racial equality. For more information please see: <https://www.gold.ac.uk/>.

### **How to apply**

If you'd like to apply, please complete the **application form** and **equal opportunities monitoring form** found on our website [here](#).

Submit these via our application portal **by 11.59pm on Sunday 12th April 2026**.

**We encourage people from any background to apply for this project. We are committed to creating a workforce which is representative of our society, and to bringing together those with a variety of skills and experiences to help shape what we do and how we work. We are particularly keen to hear from people of colour and those who self-identify as disabled.**

Please note, this post is open to people who already have the right to live and work in the UK, as Julie's Bicycle is not currently in a position to sponsor a work visa. As this is a freelance contract, you will be required to have Public Liability insurance and Professional Indemnity Insurance.

## **A note on AI**

While we understand that some people may use AI tools for accessibility (and recognise and support that many assistive technologies may use elements of AI), we ask candidates to consider what tools are most appropriate during the application process. For example, we recognise the value for many people of machine learning language tools like Grammarly. On the other hand we would discourage the use of generative AI tools in writing your application, as we'd like to understand your personal interest in working for this project, and be able to understand your non-AI-assisted communication skills just as they are. We also recognise that for many of the people and creative communities we work with, the rise of generative AI poses a threat to their livelihoods, while the environmental impacts of AI are only set to grow: this means we also have a responsibility as Julie's Bicycle to consider where and when (and if) we use AI in our work.