ual: central saint martins

Job Description and Person Specification

Specialist Technician – Digital Fabrication

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FOREWORD

Working at the Ceramics Workshop © John Sturrock

Thank you for your interest in a technical role at Central Saint Martins.

It is a crucial time for Central Saint Martins and the University of the Arts London where the values of climate, social justice, and anti-racism underpin everything we do. These conditions, emphasised in the UAL Strategy (2022-2032) set urgent challenges but also the potential for us, as a creative practice institution, to reflect collectively on what and how we do.

Central Saint Martins has a long legacy of engaging with the global debate about the arts, performance and design, and their role in societal transformation. We must practice the values we want to see in the world by reimagining and regenerating creativity's purpose through our making skills whilst centering an inclusive, equitable student and staff experience at the heart of our mission.

Should you have any questions about your application please contact CSM.staffrecruit@arts.ac.uk

THE UNIVERSITY

A Global University:

University of the Arts London offers an extensive range of courses in architecture, art, design, fashion, communication and performing arts, with graduates going on to work in and shape creative industries worldwide.
Our diverse and talented community comprises over 5,000 academic, professional, and technical staff. Together we are committed to social purpose. This includes creating a better and more sustainable world and championing race equality. Across the University, we offer a learning environment in which originality is recognised, difference is respected and excellence is pursued. Our values centre on social justice and environmental stewardship. We respect and encourage the academic freedom of our staff and the natural curiosity of our students.

Our Collegiate structure:

UAL is structured as a Collegiate University: each College has a particular academic ethos within a practice-led tradition, informed by its own distinctive history and relationships. The University's Colleges work together to enrich the student and staff experience and to increase their impact on the creative and cultural sectors, not only in London and the UK but also globally. Our students graduate with work that breaks boundaries, engages with our changing world and challenges our preconceptions. From wherever in the world they come, they will go on to influence the way we all think and live.

The Colleges:

The six constituent Colleges are as follows:

Camberwell College of Arts: Camberwell offers courses in fine art and design and its unique studio culture gives students the freedom to explore their creativity with facilities that embrace traditional craftsmanship and digital technology;

Central Saint Martins: Central Saint Martins is a world leading centre for art and design education, with nine programmes covering a wide range of creative arts disciplines;

Chelsea College of Arts: Chelsea specialises in curating, fine art, graphic design communication, textile design, interior and spatial design. It provides students with a stimulating space and supportive atmosphere to develop their practice;

London College of Communication: London College of Communication is a pioneering centre for design and media education. It works at the cutting edge of new thinking, preparing students to define the future of the creative industries;

London College of Fashion: London College of Fashion is a leading global provider of fashion education, research and consultancy. It offers undergraduate and further education courses, integrated and postgraduate masters, research degrees and short courses;

Wimbledon College of Arts: Wimbledon is a centre for all aspects of performance education, including acting, costume and stage design.

THE UNIVERSITY

Tutor speaking with student, Central Saint Martins | © Ana Bu[illegible]enkron

Our students and research:

With more than 21,000 students from over 130 countries (49% of whom are from outside the UK and EU), 4,500 staff, and an annual budget of circa £260 million, the University of the Arts London is Europe's largest specialist arts and design university. Our University not only awards more than 7,500 undergraduate and postgraduate degrees each year but also delivers short creative courses and executive education to over 20,000 students.

The University works to provide a bridge between the educational world and professional practice, and to serve the creative industries. It combines a pursuit of academic excellence with close engagement with its business, creative and cultural partners.

It has a vibrant research culture across its six Colleges, with University Research Centres and Institutes which lead innovative research and disseminate this through exhibitions, publications, conferences, festivals and workshops.

In Research Excellence Framework (REF) 2021 UAL was the top institute for Art and Design research, leading for the size and quality of its REF submission, with 85% of research graded at world-leading (4*) or internationally excellent (3*). Occupying multiple sites across London, students and staff benefit from and contribute to the enormous range of stimuli provided by what is widely considered to be the creative capital of the world.

The University's impact and engagement extends to the global stage through its international student body, affiliations and partnership with other universities and creative organisations that share a passion for arts.

CENTRAL SAINT MARTINS

Central Saint Martins © Zainab Kassamali

The identity of Central Saint Martins is inherited from two ground breaking arts and design schools: St Martin's School of Art and the Central School of Arts and Crafts. From their Arts and Crafts beginnings, both educational institutions developed radical creative practices and progressive social values in education. The two schools merged in 1989 to create Central Saint Martins (later joined by Byam Shaw School of Art and Drama Centre London).

Our multi-award winning building houses a broad sweep of disciplines under one roof, encouraging creative generosity and collaboration. Increasingly the work emerging from the college crosses traditional disciplinary boundaries, as students find hybrid and unexpected ways of working.

Our location, at the heart of the ongoing development of King's Cross increases the need to open our doors, metaphorically and physically, to the world.

OUR COMMUNITY

At UAL, we are building a fairer, more inclusive workplace where everyone can thrive. Whether you're joining us as a new recruit or have been part of our community for years, you'll be supported in an environment where your identity is valued. We continuously work to create policies, support systems, and opportunities that ensure everyone feels respected and empowered at work.

We take pride in ensuring that our staff:

- are enabled to do their best work in an environment that is safe, supportive and inclusive
- continue to grow their skills and develop their careers
- are rewarded for their work
- will be supported in their mental and physical health and wellbeing.

UAL offers a varied selection of events and activities to support our professional community, including exhibitions, guest lectures and workshops. We also have several staff networks and diversity champions forums. These networks help shape policy, drive change, and foster a sense of belonging within our community. If you join UAL, you'll have the opportunity to connect with colleagues who share your experience and champion inclusivity across the university.

At UAL, we are more than a university, we are a community of innovators, educators and change-makers. We invite you to be part of a workplace where everyone's identity matters. Together, we empower individuals to build meaningful careers and shape industries worldwide.

CENTRAL SAINT MARTINS TECHNICIANS

Central Saint Martins is alive with different ways of thinking, making and doing. Across art, design and performance, our students create the ideas, materials and actions for a better future. Creative practice combines the ability to imagine new futures with the means to deliver them. As such, artists and designers are equipped to address our urgent global challenges. We change the world, not by merely talking about it, but by making it.

Our students work with compassion and vision to shape the world through creative action. What we do is always connected to others. Our community goes beyond building, beyond disciplines and beyond borders. From local neighbours to global partners, Central Saint Martins collaborates with others to build knowledge and transform objects, systems and lives for the better.

Over 120 technical specialists provide expertise across 42 technical areas. We are looking for experienced, adaptable and self-motivated people who can also contribute to the technological development of the College to join us.

Specialist Technician Metal

Job description and person specification

Job title	**Specialist Technician Metal**
College/Service	Central Saint Martins
Department/Team	Technical
Accountable to	Technical Coordinator 3D Make
Contract	Permanent
Term	35 hours per week, 52 weeks per year
Grade	Grade 4
Salary	£40,199 - £49,072 per annum
Location	CSM - Kings Cross, London UK
Job family	Technical
HERA reference	SICOM Tech 3

Purpose of the role

As a member of the College's technical team, provide professional and technical expertise, guidance and knowledge relating to the delivery of making and learning outcomes from diverse and dynamic teaching, research and student practices.

Daily specialist expertise and technical skill required to support the students through metal work and the interpretation of processes. Including hands-on fabrication abilities, precision machining and knowledge of using a variety of different materials including wood and plastic, for both traditional model making, Furniture and product design and more experimental fabrication.

This highly skilled individual will contribute critical input to student's concept and expressive/creative intention, including giving feedback to students and contributing to student formative assessments, with reference to appropriate learning outcomes of the course or project.

To provide support for student learning, informal and formal training and instruction, and the development of proficiency of relevant platforms, tools and methods.
The post holder will be responsible for specialist equipment and consumables usage and maintenance, in accordance with relevant legislation, health and safety policy and University policy. This includes the administration of systems, orders, bookings and maintenance records.

Key duties and responsibilities

- To provide student facing technical support for the Metal Workshop areas. Taking responsibility for the day-to-day operation and maintenance within the area, working as part of a team

- To contribute to the delivery of technical provision, supporting the students in practical activities. Knowledge of welding and finishing including MIG and spot welding, plasma cutting, linishers, grinders, and polishers. Precision machining using lathes and mills. Metal shaping using sheers, rollers, folders, benders, press tooling, and manual machining using, drills, saws and hand tools.

- Highly skilled in Metal machining and fabrication, preferably having experience in Model Making, furniture design and fabrication working with a variety of different materials. Providing guidance and support in all aspects of metalwork.

- Contribute and collaborate with Technical Team members as required to ensure the key priorities and levels of service are met successfully, such as compliance with Health and Safety, maintenance and repairs of equipment, liaising with team members, the Technical Coordinator/Manager.

- Support the supervision of learning activities within the technical environment ensuring safe use and compliance with local rules and Health and Safety regulations. Providing expert guidance and advice to students, helping students to identify and supply appropriate techniques, processes, materials, resources and equipment to meet learning outcomes.

- Co-ordinate technical activities (which may include co-ordination of other technical staff) to enable the technical area to operate effectively (e.g. timetable, online resource booking, eStore etc.). Co-ordinate allocated resources efficiently, ensuring continual availability of consumables and equipment. Collaborate with other staff across the disciplines, as the role requires, to support the development and delivery of teaching and learning.

- To undertake or arrange planned maintenance and repairs liaise with suppliers and contractors to meet statutory and recognized professional procedures and guidelines. Perform routine housekeeping activities to keep all work areas in safe, orderly and clean condition. Keep maintenance logs and records up to date.

- Liaising, communicating and supporting the academic staff in the delivery of the student's projects, units and learning outcomes. In conjunction with units, designing, planning and delivering workshops to support the student's process and technical development.

- To be responsible for inducting new users into the facilities, providing training on all aspects of use including health and safety. Provide formal or informal sessions to users that may include one or more of the following – induction, demonstration, instruction with a process/technique, coaching with the development and proficiency of skills, techniques and process.

- Contribute, as a member of the technical team, with the planning and development of the area including the identification of learning needs, implementation of learning outcomes, research and commercial activities.

- Carry out detailed and extensive research to support the ability to diagnose and resolve problems of a highly technical, complicated nature, which involves testing and re-testing scenarios and processes.

- Contribute to the project planning and delivery of exhibitions and events within the College and be involved with the design, production and development of appropriate teaching and learning materials to suit own specific areas of specialist activity and service delivery.

Key working relationships

- Students
- Technical Coordinator
- Technical Manager
- Course Leader
- Academic staff
- Other staff

General duties

These duties below are in addition to the duties and responsibilities listed above:

- Perform duties and tasks consistent within the scope and grade of your role as reasonably may be expected and assigned to you from anywhere within the university.
- Undertake health and safety duties and responsibilities appropriate to the role.
- Work in accordance with the University's Staff Charter and Dignity at Work Policy and anti-racism plans, promoting equality, diversity and inclusion in your work.
- Undertake continuous personal and professional development, and to support it for any staff you manage through effective use of the University's Planning and Review Conversations (PRC) scheme and staff development opportunities.
- Make full use of all information and communication technologies to meet the requirements of the role and to promote organisational effectiveness.
- Conduct all financial matters associated with the role in accordance with the University's policies and procedures, as laid down in the Financial Regulations.
- Contribute to the University's Climate Action Plan and Social Purpose Strategy which sets out our principles, commitments and goals towards climate justice and our socio-environmental purpose.

Person specification

This section provides a list of up to 10 essential criteria (and up to 2 desirable criteria if specified) that you will need to demonstrate as part of the recruitment process.

Experience, knowledge and qualifications

- Undergraduate degree in a relevant subject, or considerable relevant experience in a technical role demonstrating graduate equivalent skills.
- Advanced practical knowledge working with machine tools, including lathes and milling machines, metal fabrication and welding and hand tools. With the ability to demonstrate and train students to use these.
- Practical knowledge and hands on experience with CNC milling, plasma cutting and or Waterjet cutting. (desirable)
- Knowledge of 2D/3D CAD software e.g. Illustrator, Corel Draw, Autocad, Rhino, Fusion360, Solidworks, Blender. (desirable)
- Experience and practice in environments using Wood and Plastic with making deliverable outcomes.

Communication skills

- Communicates effectively orally, in writing and/or using visual media. Able to explain complex technical concepts to a diverse audience in an inclusive and accessible way.

Research, teaching and learning or professional practice

- Ability to use a range of methods, tools and equipment to achieve a safe and acceptable standard of work, developing abilities and finding ways of improving working practices safely.

Planning and managing resources

- Ability to work to agreed standards, organising own work in ways that saves time and meet deadlines.

Teamwork

- Experience of working as an inclusive team member, providing support, assistance and cover where needed. Contribute to a safe, respectful and professional working environment.

Student experience or customer service

- Makes a significant contribution to improving customer experience by shaping services and systems so they are accessible and effective in meeting diverse customer needs, and pro-actively identifies opportunities to improve service standards.

Creativity, innovation and problem solving

- Ability to maintain up to date knowledge of services available in own and related areas of work, adapting services and systems to meet diverse customers needs and identify inclusive ways of improving practice and standards.

Application Process

What we offer:

- A competitive salary
- Discounted Medical Insurance
- Free counselling and advice via our Employee Assistance Programme
- Sector leading Equal Parental Leave policy

We aim to be an equal opportunities employer embracing diversity in all areas of activity. We are working actively to increase representation among staff of people from Black, Asian and Minority Ethnic backgrounds, people who are LGBTQ+, people with a disability or learning difference, from different nations and regions, or from a less advantaged socioeconomic background.

Appointment to post will be subject to appropriate checks, including necessary statutory checks such as proof of right to work in the UK, Disclosure and Barring Service checks, and other due diligence checks.

How to apply:

The deadline for applications is 20th July 2026 at 23:55 BST. Interviews will take place the week commencing 4th August, date TBC.

Tours are available on the Monday 14th July at 9am and 5:30pm and can be booked by emailing Jessica Kilpatrick at j.kilpatrick@csm.arts.ac.uk

We operate a fair and open anonymous selection process. You will need to create an account and submit an application through our job board. You will need to answer the competency questions demonstrating how you meet the role requirements in the person specification. Our recruitment process involves: Application, Shortlisting, Onboarding.