



# CoSTAR

THE UK R&D NETWORK FOR CREATIVE TECHNOLOGY

## NationalLAB

# DIRECTOR

## RECRUITMENT PACK





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# ABOUT COSTAR NATIONAL LAB

## Lead the future of Creative R&D Innovation in the UK

The CoSTAR National Lab is looking to recruit a visionary new Director to lead the next stage of its development.

The CoSTAR National Lab (CSNL) is led by Royal Holloway University of London (RHUL) working in partnership with University of Surrey, Abertay University and the National Film and Television School (NFTS). As well as a world-class multi-disciplinary applied research team drawn from the three Universities, CSNL will open a major converged studio facility at Pinewood Studios in 2026 alongside AI-compute and cloud infrastructure.

The National Lab also delivers two pan-network access and support programmes for industry: providing funding to support business use of the CoSTAR facilities for Piloting and Prototyping new technologies, workflows and content creation methodologies; and an Enterprise and Commercialisation programme to accelerate the formation and growth of companies in the creative technology space.

The AHRC's recent review of CoSTAR charged the National Lab with an additional objective of developing a harmonised technical roadmap for the Network as well as an enhanced role in the governance of CoSTAR with the Director of CSNL acting as Chair of the CoSTAR Network Strategic Management Board.

CSNL includes up to 80 research and support staff and core partnerships with Disguise, BT and Pinewood with a growing list of global partners and SME relationships across the screen, performance, creative technology and AI sectors.

We are seeking to identify enterprising and self-directed candidates who are accustomed to forging new pathways and championing an organisation operating in rapidly evolving contexts. The Director of CSNL must be an experienced, effective communicator capable of influencing both internal and external stakeholders. They should also be a proven thought leader, well connected across industry, the research and innovation community, government and key funding bodies.



# ABOUT COSTAR NETWORK

CoSTAR is the UK's National Research and Innovation Infrastructure funded by an initial £76m investment from UK Research and Innovation via the Arts and Humanities Research Council. CoSTAR's objective is to catalyse and support applied R&D for the UK's world class Creative Industries in order to ensure UK future competitiveness, with an initial focus on the Screen and Performance Sectors.

CoSTAR has established five Labs across the UK to deliver a networked infrastructure accessible to all UK creative business. The CoSTAR network comprises a comprehensive mixture of multi-functional physical facilities, all of which are co-sited with industry, and virtual platforms including AI and cloud computing. The CoSTAR National Lab is the heart of the Network representing a £51m investment by AHRC, the largest single investment in the Council's history and is opening at Pinewood Studios in 2026. The four other network labs include:-

- Screen Lab is a facility for film, TV, gaming, and digital entertainment creators, focused on using technology to open up new ways of telling your stories. Based at Studio Ulster in Belfast and led by Ulster University.
- Realtime Lab is a community of world-leading experts and industry pioneers exploring what's next in virtual production and real-time tech and gaming, based in Scotland and led by Abertay University.
- Live Lab is a UK hub for developing new technology that makes live performance more immersive, flexible, and impactful, led by the University of York and based in Production Park, Wakefield.
- Foresight Lab is a community of industry leading researchers, policy experts and data analysts working to understand how new tech is shaping games, film, TV, performance, and digital entertainment led by Goldsmiths University of London.















# ABOUT ROYAL HOLLOWAY UNIVERSITY OF LONDON

Royal Holloway, University of London, is in the top 35 of all UK universities\*. It was founded in the 19th century to provide equity in opportunity, to transform lives through education and create positive change – doing this with bravery, curiosity and care. RHUL has the courage and conviction to think differently, providing a platform to challenge conventions.

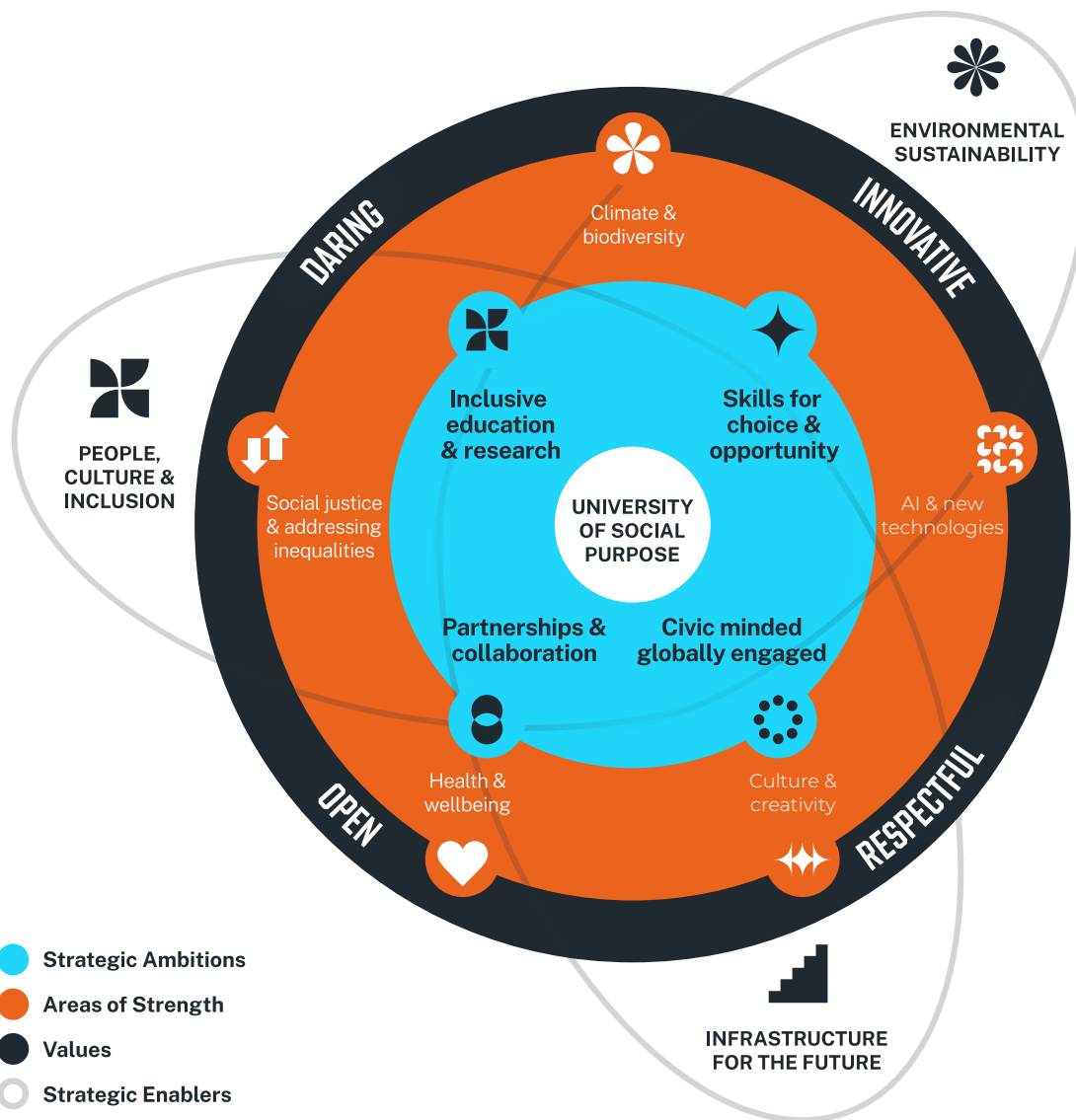
With combined and integrated strengths in innovative education and transformative research, RHUL has a passion to create, teach and share knowledge in both established and emerging areas. Through its impactful research, the University seeks creative solutions to complex challenges to make a real difference in the world. RHUL is a place for growth. The University aims to empower individuals and transform lives through inclusive education, an active, and close-knit community, and partnerships that link it with local and global industry and culture.

RHUL is a University of Social Purpose, creating positive change, for what matters – for students, for society and for the world.

 <p><b>TOP 25%</b> of all UK research in Research Excellence Framework (REF) 2021</p>	 <p><b>41<sup>ST</sup></b> (UK, top 500 (world) - Times Higher Education (THE) World University Rankings 2025</p>	 <p><b>OVER 110,000</b> alumni of Bedford College, Royal Holloway College and Royal Holloway, University of London and Bedford New College worldwide</p>	 <p><b>41<sup>ST</sup> IN THE UK</b> in the category of 'International Outlook', Times Higher Education (THE) World University Rankings 2026 recognising our broader outlook as a global university</p>
 <p><b>32<sup>ND</sup></b> The Times and Sunday Times Good University Guide 2026</p>	 <p><b>2</b> <b>CAMPUSES</b> Surrey and Central London</p>	 <p><b>15<sup>TH</sup> IN THE UK</b> for the overall quality of our research outputs - Times Higher Education's (THE) analysis and rankings of the REF 2021 results (May 2022)</p>	 <p><b>CONTRIBUTES £657.1M</b> to the UK economy***</p>
 <p><b>12,356</b> Students*</p>	<p><b>532</b> Postgraduate research students</p>	<p><b>2,232</b> International students</p>	 <p><b>79%</b> of recent graduates in graduate level employment or study**</p>
<p><b>10,696</b> Undergraduate students</p>	<p><b>1,128</b> Postgraduate taught students</p>		

# LEARN MORE ABOUT ROYAL HOLLOWAY'S STRATEGIC AMBITIONS

## OUR STRATEGY



## OUR VALUES

RHUL is a values-led organisation, with a clear sense of who it is and what it stands for. Its values guide it in being a University of Social Purpose in all it does.

**Respectful:** An inclusive community built on kindness, trust and understanding.

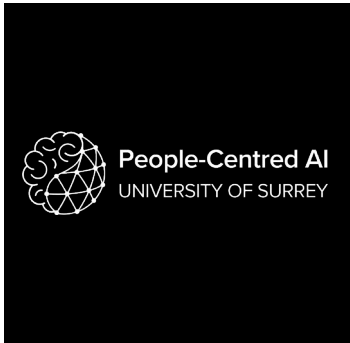
**Innovative:** Relentlessly curious and ambitious.

**Daring:** Challenging itself and others to make a positive difference in the world.

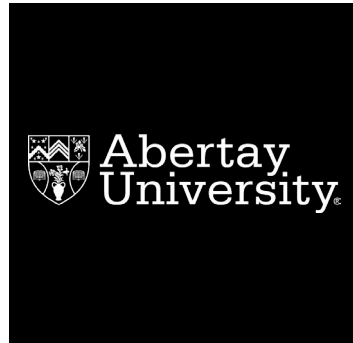
**Open:** Working collaboratively with integrity, honesty, and transparency.

# MEET THE PARTNERS

## ACADEMIC



People-Centred AI  
(University of Surrey)



Abertay University



National Film &  
Television School

## INDUSTRY



BT

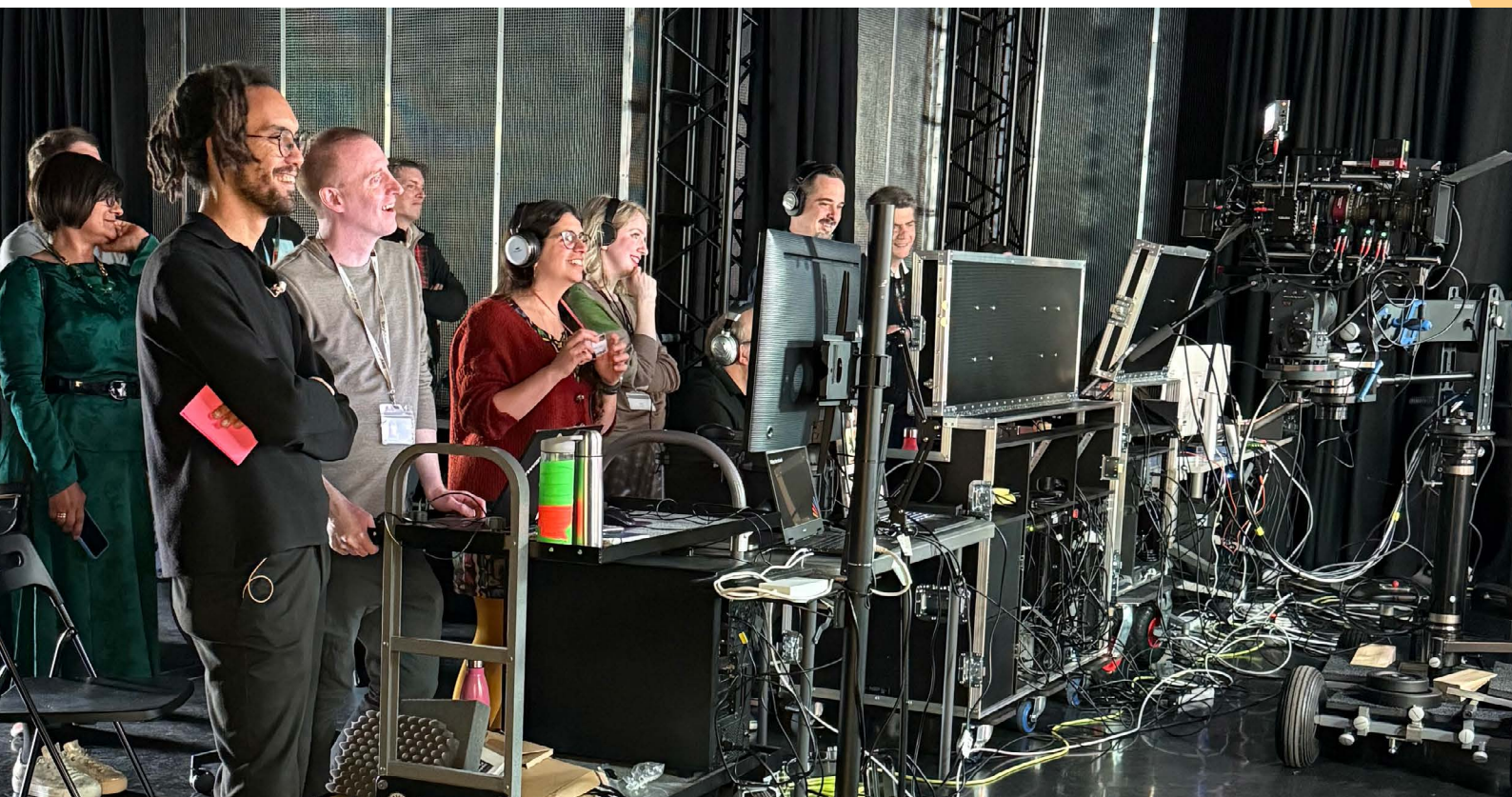


Disguise



Pinewood Studios

More partnerships to be announced soon...



# MEET THE INTERIM CO-DIRECTORS

Sarah Smyth is CoSTAR National Lab Interim Co-Director & StoryFutures, Director of Operations. Previously Head of Delivery for the £8M+ UKRI/AHRC-funded StoryFutures Academy and Head of Operations for the £7M+ UNBOXED 2022 programme StoryTrails, she has led complex, multi-partner initiatives that trained over 1,200 screen professionals, supported 800+ jobs, reached live audiences of 120,000 and delivered a BBC documentary to 1.3 million viewers. With a background spanning film and television production, academic programme management and research grant delivery, Sarah combines strategic leadership with hands-on operational expertise—managing multi-million-pound budgets, cross-institution teams and high-profile stakeholders to deliver ambitious projects on time, on budget and with measurable impact.

*“ We are looking for a dynamic leader to take CoSTAR National Lab into the next phase of its development as we continue building relationships with ground-breaking new partners and move into our new home at Pinewood. Developing a sustainable model for CoSTAR beyond the current funding will be a key focus and an exciting challenge. ”*



**SARAH SMYTH**

Interim Co-Director / Director of  
Operations  
CoSTAR National Lab



**PROF. ADE WOOLARD**

Interim Co-Director / Director of  
Technology  
CoSTAR National Lab

Adrian is senior creative technology and innovation leader with over 30 years' experience across industry, academia and public media with BBC R&D. He specialises in immersive media, AI and audience-focused innovation, leading large-scale UK research and development programmes. Adrian has a proven track record in building partnerships, shaping technology strategy and delivering impactful, inclusive creative technology initiatives across media and digital sectors.

*“ With first class technology infrastructure (our National Lab at Pinewood and a significant AI compute cluster) coming online and demand growing, the next phase of CoSTAR is about building a nationally significant innovation ecosystem that supports creative businesses to experiment, scale and compete. Are you the person to help us deliver on the potential? ”*

# MEET THE SENIOR MANAGEMENT TEAM



**MILES BERNIE**

Co-Head of Innovation  
CoSTAR National Lab (NFTS)



**PROF. ABI BOWMAN**

Head of Enterprise &  
Commercialisation  
CoSTAR National Lab (RHUL)



**REBECCA  
GREGORY-CLARKE**

Co-Head of Innovation  
CoSTAR National Lab (NFTS)



**PROF. ANGELA CHAN**

Head of Inclusion  
CoSTAR National Lab (RHUL)



**PROF. POLLY DALTON**

Head of Audience Futures  
CoSTAR National Lab (RHUL)



**PROF. RUTH FALCONER**

Head of CreaTech Futures  
CoSTAR National Lab  
(Abertay University)



**PROF. ADRIAN HILTON**

Head of AI Futures  
CoSTAR National Lab  
(University of Surrey)



**PROF. MARK LYCETT**

Head of Business Futures  
CoSTAR National Lab (RHUL)



**PROF. WILL SAUNDERS**

Head of Creative  
CoSTAR National Lab (RHUL)

# COSTAR NATIONAL LAB: THE STORY SO FAR

In the two years since the £51.1m grant was announced back in November 2023, the CoSTAR National Lab is proud to have:

- Secured over £2m in additional co-investment to help realise the potential of the Lab and its infrastructure, with more exciting partnerships on the horizon that will significantly increase this co-investment
- Received 182 applications, with 79 companies being supported through its industry access programmes with cash funding, mentorship from world-class industry experts, and access to cutting-edge infrastructure and expertise
- Twenty-three companies 'graduating' through its first Enterprise and Commercialisation programme, CoSTAR Ideate
- Launched its AI compute facility at University of Surrey, available to companies and researchers across the UK
- Rolled out 5G capabilities across the CoSTAR Network Labs
- Published a cutting-edge report about the future of AI and Copyright 'Time to ACCCT: An AI copyright framework for UK Creative Industries
- Held over 80 CoSTAR National Lab events – including webinars, networking events, demos, workshops and training events
- Gained 5,094 followers across the CoSTAR Network and National Lab's LinkedIn and Instagram accounts
- Built a team of expert mentors through the CoSTAR Evolve programme
- Recruited a team of over 80 industry and academic experts working across the multi-disciplinary teams within the CoSTAR National Lab
- Created 14 new Workflows, Methods and Solutions during the Prototyping team sprints
- Accrued over 11,000 users of the CoSTAR Network website



'Berti': Human-centred Generative AI video production workflow



Dynamic Gaussian Splats: Stop frame animation with Ulysses the snail

Read the CoSTAR National Lab Annual Report (October 2023 - December 2025)

# WHAT COSTAR IS LOOKING FOR

<b>Job Title:</b>	Director, CoSTAR National Lab
<b>Department:</b>	StoryFutures Strategic Business Unit, RHUL
<b>Job type:</b>	Academic
<b>Grade:</b>	Professor
<b>Accountable to:</b>	Pro Vice Chancellor Research & Innovation, RHUL
<b>Accountable for:</b>	RHUL CoSTAR National Lab senior team

## ROLE OF THE DIRECTOR

The Director of the CoSTAR National Lab (CSNL) holds overall responsibility for the strategic leadership, long-term development, and successful delivery of the CoSTAR National Lab. As the principal investigator (grant holder) of the CSNL UKRI-AHRC award and a key voice for CSNL core partners and the wider CoSTAR Network, the Director will engage with creative industries, government, funders, partners, and cultural sector bodies. They will be a leading thought figure in UK Creative Industries policy and innovation.

The Director will define and execute a compelling vision for the CoSTAR National Lab and the CoSTAR Network as a whole, positioning applied research as a central driver of growth for the UK Creative Industries. They will ensure CSNL sits at the heart of the CoSTAR Network and is recognised as an essential component of the UK's research and innovation infrastructure for the creative industries. A core responsibility will be to develop a sustainable long-term operating and business model, securing CSNL's viability beyond the initial funding period (to end March 2029) through a blend of public and private investment. This requires extensive external engagement to influence funders, industry leaders, policymakers, and other stakeholders.

Internally, the Director will foster a culture of excellence, inclusion, collaboration, and innovation across the CoSTAR National Lab. (Royal Holloway, University of Surrey, Abertay University, National Film and Television School and partners) to deliver the CSNL programme. They will build and leverage strong networks across the Higher Education ecosystem, leading and coordinating work across the universities and the NFTS.

Within Royal Holloway and across the core partners, the Director will act as a strategic advocate for CSNL, ensuring alignment with institutional priorities and enabling the core partners to maximise the CoSTAR opportunity - enhancing reputation, stimulating creative industries R&D, and supporting impactful knowledge exchange, commercialisation, and training initiatives.

The Director will play a central role in enabling Royal Holloway to realise the full strategic, reputational, and economic value of hosting the CoSTAR National Lab. They will ensure CSNL strengthens RHUL's position, drives institutional research excellence, enhances knowledge exchange performance, and contributes significantly to income diversification. The Director will champion CSNL across RHUL, embedding the Lab within institutional research and innovation strategies, expanding interdisciplinary participation, and ensuring that RHUL maximises opportunities for profile-raising, impact generation, commercialisation, training, and partnership development.

The Director will work closely with CSNL's Director of Technology to build world-class applied research capabilities and deliver high-value outcomes for the UK screen, performance, and wider creative sectors. Together, they will develop an operating model that integrates deep, inquiry-led research with an emphasis on practical, industry-facing application. Together with the core partner research leaders they will enable CSNL infrastructure to catalyse and support new streams of public and private funding to deliver research and innovation. They will also identify and secure new streams of public and private funding to deliver research and innovation outcomes, accelerate the development of new products

and services, and support company formation within the creative technology landscape.

In partnership with CSNL's Director of Operations, the Director will establish robust governance, compliance, and delivery frameworks that enable the National Lab to meet its unique remit, while also creating professional development and talent-building pathways for CSNL staff. Through their leadership, the Director will set a national benchmark for excellence in creative innovation management. They will maintain a high-profile presence across the sector as an authoritative voice on creative industries research, contributing to national and international policy discussions, and representing CSNL at major conferences, events, and strategic forums.

## KEY TASKS

### Leadership

- To lead CSNL, ensuring that CSNL provides world-class applied research capabilities to the UK Screen and Performance sectors in areas of converged technology, extending this to the wider UK Creative Industries as such convergence develops and opportunities for growth occur.
- To be the public face of CSNL, representing CSNL externally to funders, industry partners and policy stakeholders as a critical element of the UK's national R&D infrastructure for the Creative Industries.
- To devise, develop and implement a sustainable operating model for CSNL and the CoSTAR Network beyond the initial funding period, influencing funders, industry partners and policy stakeholders as required.
- To act as the Principal Investigator of the AHRC CSNL Grant and ensure that CSNL delivers the objectives of that Grant, ensuring that CSNL acts as the anchor institution of the national CoSTAR Network Infrastructure.
- To Chair the CSNL Executive Board which brings together CSNL Directors and leadership from the three core partner institutions delivering the National Lab – University of Surrey, Abertay University and the National Film and Television School.
- Represent CSNL Executive Board at the CoSTAR National Lab Governance Board giving oversight of the programme to the core partner leadership.
- To chair the CoSTAR Network Strategic Management Board, the governing board of the CoSTAR Network to ensure that CoSTAR operates as a coherent network and in that capacity to report progress to the AHRC Programme Board.
- To Chair (or to delegate appropriately) CSNL management meetings; Partnership Boards and Industry Advisory Groups.
- To support the development of the CoSTAR National Lab staff, ensure their functioning as a high-performing team and encourage the development of new and highly skilled research and innovation talent.
- To work with colleagues across CSNL to develop a culture of excellence, promoting innovation, team-working and collaboration working across interdisciplinary teams to identify opportunities and inform strategic direction and goals.
- To lead an inclusive and sustainability-aware and engaged staff culture across the institutions delivering CSNL, leading through Royal Holloway's immediate line management and staffing structures, to develop a culture of excellence, promoting inclusive innovation, team-working and collaboration.

- To work with the University Senior Leadership Team and CSNL Executive Board to develop a longer-term strategy for the CSNL whilst also retaining the value of the founding Universities' investments.
- To maximise the value of CSNL to Royal Holloway, ensuring the Lab significantly enhances university-wide research quality, KEF and REF performance, postgraduate training opportunities, strategic partnerships, and commercialisation pipelines.
- To hold ultimate responsibility for CSNL's compliance with Royal Holloway's codes of practice, operational standards, relevant legislation, policies and procedures; relating to health and safety, ethical issues, equalities and diversity, data protection, the management of staff, the supervision of research students and the security of staff, students and property.
- To lead on solutions for licensing and IP sharing across the CoSTAR Network and responsible development, deployment and use of AI for creative workflows.

## **Operational and Line Management**

To lead the CSNL Senior Management Team and to work with RHUL Senior Management Team to:

- Oversee the plan for delivery of applied research, external engagement, and impact in line with CoSTAR's existing strategies and financial plan, ensuring that CSNL achieves the leveraged co-investment targets of its existing AHRC Grant.
- Identify new funding, partnership and innovation opportunities, define objectives and develop plans that bridge gaps in practice, communications, and financial models to enable the creative industries to develop R&D capacity in partnership with CSNL and the CoSTAR Network.
- Develop an operating model for CSNL beyond the current funding period (ends March 2029).
- Be responsible for recruitment, development, motivation and performance management of colleagues in line with Royal Holloway's RH2030s values and strategic action plans for research.
- Ensure all those with managerial responsibility within Royal Holloway deliver excellent line management through the Performance Development Review process of their respective institutions including liaison with line managers in external departments for staff that have joint appointments inside/ outside of CoSTAR National Lab.
- To ensure strong integration between CSNL activities and RHUL Schools/Departments, fostering cross-campus engagement, research collaboration and talent development.

## **Working with the CSNL Director of Technology (DoT):**

- Support the DoT in the development and implementation of the CSNL delivery plan for Specialist Facilities and Applied Research by chairing, attending and influencing appropriate boards, engaging industry, managing and developing partner collaborations to the Lab's R&D programmes.
- Support the DoT in the commissioning of the Pinewood facility and its ongoing technical resourcing.
- Support the DoT in developing appropriate objectives, methods and management structures to deliver the CSNL Applied Research capability.
- Work with the DoT to ensure adoption of the CoSTAR Network Technology Roadmap (proposed in the 2025 AHRC Review of CoSTAR) and support the DoT's implementation plan for this; working with DoT to secure the necessary resources.

### **Working with the CSNL Director of Operations (DoO):**

- Work with the DoO on the resource management plan for CSNL to enable the Lab to continually deliver on its objectives.
- Support DoO in any revisions to the plan dictated by changed circumstances or requirements.
- Work with the DoO to explore any proposed new programmes, funding streams or collaborations with respect to resource or delivery feasibility.
- Support DoO to develop recommendations to the SMT, Executive Board or CoSTAR Strategic management Board as appropriate.
- Support DoO in operational discussions with internal, partner and CoSTAR Network stakeholders.
- Ensure CSNL complies with university policies and, where necessary, proposes clear alternatives that enable effective and compliant delivery.

### **Working with the CSNL Executive Board representing core partners:**

- Deliver the CNSL objectives, programme and impact for the creative sector.
- Implement a sustainable funding model for CNSL.
- Facilitate core partner opportunities for additional funding, leveraging the CSNL infrastructure.
- Represent and advocate for the CSNL core partners in the CoSTAR Network.

### **Partnerships, Programmes and Industry Engagement:**

- Ensure the efficient and impactful delivery of existing network access programmes.
- Drive industry engagement across collaborative initiatives, building strong networks and long-term partnerships.
- Shape and develop the organisation's partnership strategy and value proposition to maintain partner engagement and encourage continued and expanded contributions.
- Identify new opportunities for growth through industry partnerships, including the creation of new programmes, products and services that respond to rapidly changing sector needs.
- Ensure a high-quality experience for all companies engaging with the organisation, with clear articulation of mutual benefits and agreed terms of collaboration.

### **Marketing, Communications and Strategic Development:**

- Lead the planning and delivery of a coherent and effective marketing and communications plan that engages industry, policy stakeholders and funding communities, working closely with the Head of Marketing & Communications.
- Identify and curate evidence, case studies and exemplar projects to support communications and stakeholder engagement.
- Contribute to the development and execution of an impactful marketing and communications plan for the wider network under the guidance of the Strategic Management Board, working closely with the Head of Marketing & Communications.
- Develop new opportunities for securing additional public and grant investment for the benefit of the whole CoSTAR network.
- Support the creation of a communications strategy that advances the long-term vision and sustainable operating model for the organisation and its wider network.

## Stakeholder Relations

- Work continually to develop an awareness across UKRI, UK Government departments and governments in the Nations, of creative industries and creative technologies opportunities, significance and impact.
- Build and maintain strategic relationships across the UK creative industry and technology sectors and develop partnerships with UK and International creative technology, screen and performance companies to strengthen collaboration and identify opportunities for future programmes and partnerships.
- Act as the lead industry, policy and government advocate for CSNL and the CoSTAR Network at the highest levels including but not limited to relations with government departments (e.g. DSIT, DCMS, DBT) Creative Industry sector bodies (Creative Industries Council, trade bodies), Research and Innovation Funders (AHRC, but also IUK, EPSRC, ESRC, Wellcome), Trusts and foundations and learned societies including any accreditations and affiliations.
- Develop strong working relationships with the Directors of other Labs within the CoSTAR network, their partner Universities and the AHRC team supporting CoSTAR to identify opportunities for collaborative working across the Network.
- Act as the advocate for CSNL within the RHUL and the partner Universities ensuring that there is at all times strategic alignment.

## OTHER DUTIES

The duties listed are not exhaustive and may be varied from time to time as dictated by the changing needs of the University. The post holder will be expected to undertake other duties as appropriate and as requested by their manager.

The post holder may be required to work at any of the locations at which the business of Royal Holloway or the CSNL is conducted.

## INTERNAL AND EXTERNAL RELATIONSHIPS

The following list is not exhaustive, but the post holder will be required to liaise with:

### Internal Stakeholders

- the Vice-Chancellor and Principal.
- Executive Board.
- University Council.
- CSNL Directors, members of the CSNL Executive Board representing University of Surrey and Abertay University, NFTS.
- StoryFutures SBU Directors.
- Research and Innovation Directorate.

### External Stakeholders

- AHRC (Exec Chair, Associate Directors, Programme Board).
- UKRI.
- CoSTAR Network.
- Core Partners and supporters.
- Creative Industries Council.
- DCMS, DBT, DSIT.
- Sector Bodies and Agencies (such as BFI, UK Screen Alliance, CreativeUK, British Screen Forum, UKIE, Film London).

	Essential	Desirable	Tested by Application Form/Interview/Test
<b>Knowledge, Education, Qualifications and Training</b>			
Extensive creative industry experience in a R&D or Innovation role and/or educated to PhD level;	X		Application form
A demonstrable record of significant achievement in the creative industries or creative industry associated academic contexts	X		Application form
An excellent understanding of CoSTAR's purpose as an applied research infrastructure that plays a translational role between research and industry for the UK Screen and Performance sectors	X		Interview/assessment*
High level knowledge of research and innovation methods and practices in the creative industries and creative technology and their interaction with the university sector, including awareness of sector R&D trends, challenges and opportunities	X		Interview/assessment*

<b>Skills and Abilities</b>			
Demonstrable ability to act as a thought leader in the creative and creative technology sectors, capable of creating and holding a vision for CSNL and building support for that vision across industry, public stakeholders and the university	X		Interview/assessment*
Skilled in building large and valued networks across creative industries, ideally extending across academia, industry and policymaking	X		Application form
Translating R&D strategy into actionable plans, priorities and expectations	X		Interview/assessment*
Using data to inform planning, track progress and make evidence-based decisions	X		Interview/assessment*
Evidence of an ability to motivate and encourage colleagues to deliver high levels of performance	X		Interview
Budgeting, forecasting and resource allocation at a multi-million pound level	X		Interview/assessment*
Experience of successfully translating research and development into novel technologies, services and products	X		Interview/assessment

	Essential	Desirable	Tested by Application Form/Interview/Test
<b>Skills and Abilities continued</b>			
Ability to act as an innovative manager, with a proven ability to nurture and develop diverse talent and a commitment to inclusivity	X		Interview/assessment*
Coaching, mentoring, negotiating, influencing and conflict resolution skills		X	Interview/assessment*
Fostering close working relationships with Professional Services and across university boundaries		X	Interview/assessment*
Building and maintaining internal and external networks and partnerships		X	Interview/assessment*

<b>Experience</b>			
Extensive creative industries innovation experience at leadership level	X		Application Form
Experience of winning and managing large scale public R&I funds (UK, EU international) and delivering successful, grant funded programmes within universities OR Equivalent experience of derived in industry contexts with a sympathy for the purpose of the HEI sector and an appetite to learn and work within its operational model	X		Application Form / Interview / Assessment
Experience of managing teams competing for internal and external resources	X		Interview
Familiarity with the construction of complex business cases mixing public and private investment and revenues	X		Interview
Practical experience of the creation and exploitation of commercial IP and/or the formation of new business ventures or of successful technology/IP transfer in the university environment		X	Application form / interview
Successful development of partnerships and strategic relationships with creative industries organisations that realise financial benefit for all parties.		X	Interview

\* A range of assessment techniques will be used for these elements which could include an interview, presentation, assessment exercise or psychometric questionnaire.

# EMPLOYEE BENEFITS & REWARDS

## HEALTH AND WELLBEING

- Employee Wellbeing Programme
- Cycle to Work (and bike rental)
- Eye Care Vouchers
- Togetherall
- Massage
- Sport
- Family Friendly Work Life Balance
- Religious Life and Belief (three places of worship at Egham campus: the Chapel, Muslim Prayer Room, Dharmic Prayer Room)
- Campus Walks
- RH2030s strategy for Environmental Sustainability

## WORK LIFE BALANCE

- Generous Annual Leave Entitlement and Closure Days
- Family Leave
- Family Friendly Sabbatical Leave
- Flexible Working
- Workplace Nursery (Childcare)

## NETWORKS AND RESOURCES

- Black and Global Majority Colleagues Network
- Disability and Mental Health Colleagues Network
- LGBT+ Colleagues Network
- Parents and Carers Network
- Peri/Menopause Network
- RoWAN (Royal Holloway Women's Network)
- Working with Unions (UCU, GMB, Unite)

## UNIVERSITY FACILITIES

- Central London campus
- Cafes and Restaurants
- The Packhorse
- Picture Gallery
- University of London Federation Benefits

## TRAVEL

- Season Ticket Loan
- Affordable Bus Travel
- On-site Parking

## PENSION SCHEME

Generous pension scheme including significant employer contribution: USS (Universities Superannuation Scheme)

## DISCOUNTS

- Discounts on IT
- Costco Membership
- Totum
- Discounts for Teachers and Teacher Perks (not just for teachers)

## READ THE FULL EMPLOYEE BENEFITS BROCHURE



## FIND OUT MORE



To arrange an informal discussion about the role, please contact [belinda.beck@saxbam.com](mailto:belinda.beck@saxbam.com)

## HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to CoSTAR National Lab on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code IXFK.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **Friday 20 March 2026**.

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

## GDPR PERSONAL DATA NOTICE

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

## DUE DILIGENCE

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.