Dr Tim Savage PFHEA

Tim@timsavageconsulting.co.uk

A high-performing leader, strategist, and advocate in creative arts higher education, driving policy change, innovation, and sector-leading student and staff success. Experienced at navigating the third space between academic, technical, and professional services, delivering transformative education strategies and workforce development. A recognised authority in technical learning, research, and governance, with a proven record of influencing policy, securing institutional recognition, and shaping national and international discourses on the role of technicians as educators. Combines strategic leadership, operational expertise, and pedagogical credibility to create high-impact educational experiences and outcomes.

EDUCATION

Ph.D. "How do visual arts technicians conceive of their pedagogies?" (University for the Creative Arts)	2019-2024
Principal Fellow of the Higher Education Academy (AdvanceHE)	2020
MA Creative Arts Education (UCA) *Distinction	2014-2016
NEBOSH General Certificate (NEBOSH) *Distinction	2013
PgCert Learning and Teaching in the Creative Arts (UCA) *Distinction	2010-2012
MA Photography (UCA)	2009-2010
BA (Hons) Photography (Surrey Institute of Art and Design)	1995-1998

WORK EXPERIENCE

CEO and Principal Consultant (Tim Savage Consulting)   **2025-present**
Supporting universities through consulting and training to optimise technical teaching, align workforce strategies, and integrate professional services into academic delivery.

2021-2025

Director of Technical Learning (UCA)
Role overview: Providing strategic leadership and operational management for the UCA's Technical Learning department to deliver optimal teaching and learning experiences through highly skilled staff, specialist facilities, new and emerging technologies, effective systems, and cutting-edge resources, in alignment with the UCA Academic Plan and Strategic Objectives.

Key responsibilities:
- **Strategy:** Develop a transformative and financially sustainable Technical Strategy aligned to institutional goals.
- **Leadership:** Direct a team of 130 FTE specialist staff across multiple campuses.
- **Finance:** Oversee an annual budget of £5M (£4M departmental, £1M capital).
- **H&S:** Ensure compliance with health and safety policies and procedures.
- **Institutional Transformation:** Lead technical workstreams for major institutional transformation projects, including campus closures, course relocations, international partnerships, integration of systems and processes.
- **Internationalisation:** Contribute to national and international franchise and partnerships by developing curricula and resource models based on UCA/UK HE standards and assisting local teams in applying these models effectively.
- **Executive leadership:** Support strategic and operational decision-making as a member of the University Executive.

Achievements/impact:
- **High-Performing teams:** Transformed a traditional technical support department into a sector-leading team of student-facing educators, delivering 27% of all structured university contact time (academic year 2024/25).
- **Teaching Excellence:** Co-writing the university TEF response, achieving an 'outstanding' rating for technical teaching (2023).
- **Student Satisfaction:** Achieved 94% satisfaction with learning resources (PGTS 2024).
- **Academic integration and cocreation:** Defined, conceptualised, costed, deployed, quality assured, and audited technical pedagogies within both established and co-created curricula to reduce siloed working.
- **Efficiency Gains:** Introduced systems (including SmartHub), policies, and processes to ensure inclusive, accessible, equitable, and efficient deployment of technical resources.
- **Awards and Recognition:** Awarded *Best Technical Team in UK Higher Education* at the Higher Education Technicians Summit (2021) and the Technician Commitment *Impact Award for technical teaching* (2024).
- **Policy impact and influence:** Representing creative arts HE as a commissioner on the Research England funded TALENT National Policy Commission.

Head of Academic Development Planning (UCA)   **2020-2021**
Role Overview: To lead academic resource planning for new courses through identifying specialist spaces, equipment, and non-academic staffing across multiple campuses and partner institutions. Collaborating with senior academics and professional services to support the delivery of the Academic Plan and a dynamic course portfolio. Key responsibilities included assessing capacity, ensuring resource quality, and evaluating the impact of student growth on facilities, teaching

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- **Capital investment:** Establish a capital investment plan aligned with the 5-year portfolio, covering estates, digital systems, equipment, and staffing.
- **Data Analysis:** Enhance tools and methodologies for analysing complex data sets (staffing, timetabling, space, equipment utilisation, recruitment forecasts) to provide evidence-based solutions.
- **Portfolio Planning:** Support portfolio development, new course design, sector-benchmarking, resource allocation, cost analysis, and validation.
- **Client Requirements:** Identify and represent academic requirements for major estate projects through design, tender, scoring and appointment, implementation and review of contractors.

Achievements/impact:
- **Costing Modelling:** Developed and refined systems for translating speculative course proposals into clear, data-driven costed briefs, ensuring a more efficient, transparent, and cost-effective academic planning process.
- **New Builds:** Represented the academic and technical requirements in the design, development, and delivery of the UCA Doctoral College at Rochester House, Canterbury, Kent.
- **Campus Modifications:** Negotiated revised space and resource allocations across the consolidated School of Fashion and Textiles and facilitated the withdrawal of Foundation Diploma courses.
- **Bid Writing:** Co-wrote a successful £2 million funding bid to the OfS to refurbish the Computer Games facilities, overseeing the implementation of virtual production and motion capture technologies.
- **Consultancy:** Supported numerous higher education institutions on technical workforce planning and collaborated with AdvanceHE to revise the PFHEA application process, making it more inclusive for non-academic leaders in higher education.

Academic Development Planning Manager (UCA)   2016-2020
Role overview: Responsible for developing comprehensive resourcing plans that support the delivery of the University's higher education (HE) and further education (FE) strategies across four campuses. This involved assessing pedagogical requirements and compiling datasets to provide actionable insights to optimise learning and teaching facilities. The plans were utilised to evaluate capacities and estimate the impact of growth on existing facilities, as well as to establish new specialist facilities that meet both current and future needs.

Key responsibilities:
- Develop, implement and monitor tools to analyse and enhance the quality, capacity, and functional suitability of specialist learning spaces in line with academic requirements and strategic plans.
- Monitor student recruitment forecasts and collaborate with academic leaders and support departments to identify and address space, staffing, and equipment needs early in the planning process.
- Oversee university capital budgets for academic equipment and furniture, contributing to the investment plan and managing expenses in compliance with financial regulations.
- Negotiate academic requirements for minor refurbishments and major building projects, representing these needs throughout all stages of the RIBA Plan of Work in collaboration with internal project stakeholders and project managers, architects, consultants, contractors, and specialist-sub contractors as needed.
- Support the design and validation of the academic portfolio across campuses and partnerships, in the UK and internationally aligned with the UCA Academic Plan.

Achievements/impact:
- Led the resourcing plans for new specialist disciplines, including Computer Games Design, Make-up and Hair Design, and Creative Arts Business.
- Consolidated resources across sites in Jewellery, Ceramics, Metalwork, Fashion and Textiles, and Interior Architecture, managing human resources and facilities during course teach-outs and relocations.
- Chaired the Space Management Group and initiated university-wide efforts to improve space utilisation.
- Participated in RIBA building design competitions for the £40M Epsom Business School and the £10M Farnham Film and Media Centre.
- Designed and directed resource needs for UCA's first Chinese campus in Xiamen.
- Coordinated all aspects of UCA's planning for a safe return to campus during the COVID-19 pandemic.

Interim Health and Safety Manager (UCA)   2016
This was a six-month secondment to fill a vacant position focused on managing the university's health and safety protocols. The role involved ensuring compliance with legal obligations and enhancing campus safety. Key projects completed during my tenure included the annual health and safety inspections and audit program, as well as the development of the annual action plan.

Technical Services Manager (UCA)   **2007-2016**

To lead and manage the technical team and specialist facilities within the Faculty of Art, Media, and Communication Design to deliver technical teaching, support of learning, research and knowledge exchange within lens-based disciplines (photography, animation, journalism, film production, digital screen arts, computer games, and performing arts) to meet the academic structure's needs.

Key responsibilities:
- Provide effective leadership and management of technicians to ensure efficient operations, team development, and high-quality learning and teaching.
- Oversight of campus technical resources, budget management, facilities, equipment, and compliance with health and safety standards.
- Collaborate with academic and professional services teams (e.g., IT, Estates, Finance) to align technical services with institutional goals and strategic plans.
- Managing resource planning, procurement, and audits to ensure value for money in deploying technical resources.
- Represent the Head of Technical Operations in university committees and working groups, contributing technical expertise and strategic input.

Achievements/impact:
- Averaged 94% NSS satisfaction with learning resources (UK average was 85% in 2015 and the UCA average was 89%).
- Established embedded professional qualifications programme delivered by technicians (Avid and Adobe certification).
- Led and project managed the UCA Glastonbury Festival campuses (2009-2011).
- Increased the percentage of technicians with teaching qualifications from 25% to 88%.
- Mentor and assessor for the UCA HEA Fellowship scheme (AFHEA, FHEA and SFHEA).

Senior Tutor in Digital Photography (West Dean College)   **2004-Present**

Writing and delivering over 120 photographic short courses for West Dean Foundation Diploma students, adult leisure market, and professional development. The course 'Gaining Control of your Digital Camera' was a prize winner in the Adobe Educators Global Choice Awards (2013) and lesson plans were translated into a book published by the Crowood Press (2016).

IT Technical Coordinator (Surrey Institute of Art and Design)   **2004-2006**

Responsibility for overseeing the Faculty of Design's IT and AV resources within learning and teaching spaces, specialist workshops, studios, and equipment stores. Managing the creative IT team, delivering software demonstrations, and chairing the Campus IT steering subgroup focused on software planning and procurement.

Senior Technician for AV, IT and Photography (Surrey Institute of Art and Design)   **2002-2004**

Supporting and delivering equipment demonstrations across undergraduate, further education, and postgraduate levels. Duties included managing technicians, maintaining health and safety, managing, servicing and repairing equipment maintenance, and coordinating estates tasks and IT tasks.

Technician for AV, IT and Photography (Surrey Institute of Art and Design)   **2002-2004**

To provide technical support for audio-visual (AV) and multimedia resources, aligned to the Further Education (FE) programs. Key responsibilities included maintaining AV, IT and photographic equipment, conducting demonstrations, and ensuring studio and teaching spaces met academic requirements.

GOVERNANCE, BOARD MEMBERSHIPS, COMMITTEES AND POLICY

Board member: Technician Commitment Steering Group.	**2024-present**
Research Advisor: The UK Institute for Technical Skills and Strategy.	**2022-present**
Co-opted Governor: Folly Hill School, Farnham, Surrey (OFSTED Outstanding).	**2017-2023**
Commissioner: TALENT National Policy Commission (Research England).	**2020-2022**
Staff Governor: UCA (Modern University of the Year 2019).	**2018-2022**

SELECTED PUBLICATIONS

Books
- Savage, T. (pending - 2026) Technical Teaching in Higher Education. London: Routledge
- Savage, T. (2016) *Understanding Digital Black and White Photography*. Marlborough: The Crowood Press
- Savage, T. (2014) *Understanding Digital Photography*. Marlborough: The Crowood Press.

Book chapters
- Savage, T. (2024) "Technicians as Educators." In: Vere, K. (ed.), *Technicians in Higher Education and Research*. London: Routledge.

Peer-Reviewed Articles

- Savage, T. and Vere, K. (2025) "Why is it problematic for technicians to say they teach in higher education?" *Journal of Learning Development in Higher Education (33)*.
- Savage, T. (2019) "Challenging HEA Fellowship: Why should creative arts technicians be drawn into teaching?" *Journal for Art, Design, Communication in Higher Education*, 18(2).
- Savage, T. (2018) "Creative Arts Technicians in Academia: To Transition or Not to Transition?" *Journal for Art, Design, Communication in Higher Education*, 17(2).

Periodicals (Technical and feature writing)

- Extensive articles published in photographic magazines (Professional Photographer, Advanced Photography Magazine, Photography Monthly, and Turning Pro) between 2009 and 2014. Articles are available on request.

CONFERENCES AND PRESENTATIONS

Keynote Speeches

- Savage, T. (2024). 'Technicians through the ages'. Manchester Metropolitan University 200-Year Anniversary Technician Conference. Manchester. 22/06/2024.
- Savage, T. (2024). 'Recognition for quality technical teaching'. The National Technical Teaching Symposium. University of Leicester. 12/06/2024.
- Savage, T. (2022) 'How do creative arts technicians conceive of their pedagogies?' Pick and Mix – ETHO Technical Community Conference (ELIA). Royal College of Art, London. 22-24/02/2023.

Panel Discussions

- Savage, T. (2025) 'AdvanceHE Fellowship for Technicians'. Let's Talk about Technicians. MI TALENT. 14/01/2025.
- Savage, T. (2024) 'Teaching and supporting learning'. Let's Talk about Technicians. MI TALENT. 09/01/2024.
- Savage, T. (2024) 'Careers in creative technical toles'. Let's Talk about Technicians. MI TALENT. 17/01/2024.
- Savage, T. (2023) 'Stakeholder Engagement' CHEAD. Technical Leaders Programme. Staffordshire University, London. 25/10/2023.

Research Presentations

- Savage, T. (2024) 'How do creative arts technicians conceive of their pedagogies? Knowledge Exchange Placement. Massachusetts Institute of Technology and Rhode Island School of Art and Design. 05–07/05/2024.
- Savage, T. (2023) 'Photographic portraits of creative arts technicians. Tech X' James Hockey Gallery. UCA, Farnham. 01-31/10/2023.
- Savage, T. (2023) 'How do creative arts technicians conceive of their pedagogies?' In: Farnham Craft Town Month - Artist Talk Series. UCA, Farnham. 18/10/2023.
- Savage, T. (2022) 'Careers in creative technical roles'. Worlds within Worlds Then, Here and Now. UCA Student Research Festival. UCA Doctoral College, Canterbury. 12/07/2023.
- Savage, T. (2017) 'Bridging the technical/academic divide within creative arts education' Learning & Teaching Open Platform event. UCA, Farnham. 14/09/2017.

ONLINE

Linked-in: https://www.linkedin.com/in/tim-savage-b968782b/
Twitter/X: @Timsavagephoto.
Orcid: https://orcid.org/0000-0001-6349-0535
Research Gate: https://www.researchgate.net/profile/Tim-Savage
Personal website: www.TimSavage.co.uk