

SUES School of Design (In-Development)

Job Recruitment Plan and Position Descriptions

Position Title	Primary Responsibilities	Basic Qualifications	Name of Programs	Number of Positions	Position Description	Professional Competency Requirements
Undergraduate Program Heads	<p>1. Undergraduate curriculum development and renewal</p> <p>Responsible for overall planning and annual revision of the undergraduate program, building a coherent Years 1–4 curriculum; organize course outline/syllabus development and teaching quality evaluation to ensure compliance with standards and academic currency.</p> <p>2. Teaching quality assurance and enhancement</p> <p>Monitor the full teaching process to ensure achievement of learning objectives; establish a quality assurance system including classroom observation and student feedback; drive continuous improvement in teaching quality.</p> <p>3. Faculty development and team building</p> <p>Coordinate teaching assignments and staffing; prioritise the development of early-career faculty teaching capabilities; promote teamwork and collaboration to raise overall teaching standards.</p> <p>4. Teaching innovation and technology integration</p> <p>Advance the deep integration of frontier technologies such as artificial intelligence and computational design into courses; strengthen education on sustainability and social responsibility within teaching.</p> <p>5. Student development and guidance</p> <p>Oversee the establishment and management of student studios; organize course reviews and work showcases; coordinate student internships,</p>	<p>1. A master’s degree, together with substantial industry experience or research credentials, is required; candidates holding a doctoral degree or an equivalent terminal professional qualification (e.g., DDes, DFA) are preferred.</p> <p>2. A clearly defined research focus and a record of high-calibre scholarly or design achievements.</p> <p>3. Prior experience supervising postgraduate students is preferred.</p> <p>4. Proven leadership experience in interdisciplinary projects.</p> <p>5. Familiarity with frontier technologies in the field and with the dynamics of China’s innovation-driven industries.</p> <p>6. Demonstrated ability to manage international academic/industry collaborations; experience leading international projects or managing cross-cultural teams is preferred.</p> <p>7. Bilingual proficiency required (English–Chinese preferred).</p>	Product + Mobility	1	<p>As the School’s core unit aligned with the national strategy to build China into a manufacturing powerhouse, this program group focuses on the deep integration of intelligent mobility systems, advanced manufacturing, and sustainable product ecosystems. It seeks to break disciplinary boundaries and cultivate hybrid innovators capable of navigating complex engineering constraints, business logic, and aesthetic values.</p> <p>This position is a key academic leadership role in the ongoing educational transformation. The appointee will lead the reconstruction of the undergraduate curriculum and exercise vertical, end-to-end oversight of teaching quality; coordinate the seamless articulation between foundation teaching on the Songjiang Campus and senior-level professional practice on the Changning Campus; and drive the substantive integration of AI-assisted design and digital manufacturing technologies into undergraduate teaching. The role will also lead the development of high-standard project-based learning (PBL) courses, ensuring a precise alignment between talent cultivation and the needs of Shanghai’s priority industries. As a pioneer in implementing the University’s Tri-Rotor strategy, the appointee will help redefine standards for application-oriented undergraduate design education within a new matrix organizational structure and build a globally influential hub for Product and Mobility Design education.</p>	<p>1. A solid professional background in industrial design, product development, mobility systems, and materials and manufacturing.</p> <p>2. Ability to design and oversee a coherent four-year undergraduate curriculum, including foundation courses, intermediate design courses, and senior integrated design courses in the product/mobility tracks.</p> <p>3. Familiarity with physical prototyping, CMF workflows, digital fabrication, ergonomic testing, and workshop-based teaching.</p> <p>4. Ability to effectively integrate emerging technologies into undergraduate teaching.</p> <p>5. Proven experience or demonstrated capability to conduct project-based undergraduate teaching (PBL) in collaboration with Shanghai’s manufacturing sector, mobility industry, and new energy industry.</p>
			Environments + Scenography	1	<p>Anchored at the intersection of urban regeneration, public culture, and digital culture and tourism, this program group explores new paradigms of spatial storytelling, immersive experiences, and environmental sustainability. It seeks to transcend the physical boundaries of traditional spatial design and cultivate spatial innovators with cross-media narrative capability, technological acuity, and social engagement.</p> <p>This position carries core responsibility for building a vertically integrated four-year curriculum, ensuring systematic content and clear progression. The appointee will lead the teaching team in integrating frontier technologies such as virtual reality, environmental simulation, and parametric design</p>	<p>1. Demonstrated professional competence in spatial design, interior environments, scenography/experience design, and exhibition/display design.</p> <p>2. Ability to design a comprehensive four-year undergraduate curriculum covering drafting and 2D/3D modelling fundamentals, spatial composition, environment–behavior studies, and immersive experience.</p> <p>3. Capability to organize materials experimentation, spatial model-making, foundations of lighting and acoustics, and</p>

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	<p>practice-based learning, and career development guidance.</p> <p>6. Industry collaboration and co-education</p> <p>Develop project-based teaching and co-developed courses with enterprises; build collaboration platforms with key industries and cultural institutions in Shanghai; promote deep integration of industry, academia, and research.</p> <p>7. Teaching administration and coordination</p> <p>Participate in School teaching decision-making meetings; manage teaching operations, timetabling/scheduling, and related administrative affairs to ensure smooth delivery of teaching.</p> <p>8. Other duties as assigned by the School.</p>				into the curriculum, while strengthening the cultivation of social and ethical awareness. By coordinating large-scale teaching operations and faculty development, the role will ensure that undergraduate training is aligned with the standards of leading international design schools.	<p>spatial prototyping within undergraduate teaching.</p> <p>4. Ability to integrate foundational parametric design, VR-based spatial visualization, and digital twin tools at the undergraduate level.</p> <p>5. Ability to develop and deliver undergraduate collaborative projects with museums, theatres, cultural institutions, and urban space-related departments/agencies.</p>
			Media + Entertainment	1	<p>Positioned to serve the rapidly expanding digital content industry, this program group integrates animation, game design, digital media, and moving image. It is dedicated to nurturing future creators with strong narrative capability, mastery of digital production tools, and adaptability to transformations in the AIGC era.</p> <p>As the academic helm of the School’s largest program group by student enrollment, this position must build a curriculum that both consolidates technical foundations and sparks creative thinking. The appointee will introduce and embed new technologies such as AIGC, procedural assets, and real-time rendering, advancing an undergraduate shift from traditional skills to intelligent creation. The role requires efficient coordination of a large teaching team to ensure consistency and high standards of instruction across classes and cohorts.</p>	<p>1. Professional experience in animation, digital media, game design, video/moving image, and visual effects (VFX).</p> <p>2. Ability to design an undergraduate curriculum covering narrative fundamentals, character/worldbuilding, digital image production, and foundations of interactive media.</p> <p>3. Familiarity with the animation production pipeline, game engines, video production tools, and foundational XR practice.</p> <p>4. Ability to guide undergraduates in exploring emerging technologies such as AI-based image/video generation, procedural assets, and narrative simulation.</p> <p>5. Experience or demonstrated potential for collaboration with the entertainment industry, game studios, digital content organizations, or cultural platforms.</p>

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			Human + Machine	1	<p>As the School’s most forward-looking emerging program group, it focuses on the intersection of interaction design, robotics, physical computing, and artificial intelligence. It is dedicated to cultivating hybrid design talent capable of designing intelligent systems, defining human–machine relationships, and developing functional prototypes.</p> <p>This position will lead the construction and continuous optimisation of the undergraduate curriculum. The appointee will integrate computational thinking, hardware prototyping, and user experience research into design teaching to create a learning pathway that balances technology and the humanities. The role will also establish collaborations with technology companies and robotics education organizations to provide students with hands-on platforms for exposure to frontier technologies.</p>	<p>1. Professional background in interaction design, UX/UI, human–computer interaction (HCI), and physical computing.</p> <p>2. Ability to design an undergraduate curriculum covering user research, interface design, prototyping, and foundational interactive computing.</p> <p>3. Familiarity with prototyping tools and methods suitable for undergraduate instruction, including Arduino, sensors, micro controllers, and usability testing.</p> <p>4. Ability to introduce AI-enabled interactive prototyping, data visualization, and fundamental human–computer interface concepts into undergraduate courses.</p> <p>5. Capability to establish undergraduate collaborative projects with technology companies, digital service enterprises, or robotics-related organizations.</p>
			Foundations & Public	1	<p>As the cornerstone of the School’s talent cultivation, this program group delivers foundational education and general competencies for all first-year undergraduates. It is dedicated to developing students’ visual thinking, digital literacy, and cross-disciplinary collaboration skills, laying a solid groundwork for advanced study in subsequent years.</p> <p>This position oversees large-scale teaching operations covering the entire incoming cohort, ensuring consistency and high standards of instruction. The appointee will lead the modernization of foundation courses, with a strong emphasis on embedding AI-assisted design and computational thinking at the entry stage. The role is also responsible for ensuring seamless articulation between foundation teaching on the Songjiang Campus and the requirements of program groups based on the Changning Campus, and for establishing robust mechanisms for specialization placement and progression assessment.</p>	

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Undergraduate Program Deputy Heads	<p>1. Teaching operations management: Assist with undergraduate course scheduling and implementation of teaching plans; ensure coherent articulation across Years 1–4, with progressive sequencing of foundation training, design methods, and project practice.</p> <p>2. Quality assurance: Assist with teaching reviews, student feedback, and preparation of accreditation materials; track attainment of core undergraduate competencies and maintain consistency across courses and program groups.</p> <p>3. Faculty team development: Support faculty onboarding, coordination of teaching assignments, and internal communication; manage large teaching teams and multi-section delivery to ensure smooth operations.</p> <p>4. Student development guidance: Oversee reviews of student work, exhibitions and competitions, and related academic support; ensure articulation between studies on the Songjiang and Changning campuses.</p> <p>5. Industry–academia collaboration: Organize project-based learning (PBL), industry internships, and workshops; build platforms for collaboration between undergraduates and enterprises.</p> <p>6. Teaching innovation and practice: Embed new technologies such as AI and digital fabrication, together with sustainability principles, into the curriculum; develop students’ applied technical capabilities in a staged manner.</p> <p>7. Administrative management: Prepare teaching documentation, allocate resources, and manage day-to-day academic administration to ensure orderly delivery of undergraduate teaching.</p> <p>8. Other duties as assigned by the School.</p>	<p>1. A master’s degree is required, along with substantial industry experience; candidates holding a doctoral degree or an equivalent terminal professional qualification (e.g., DDes, DFA) are preferred.</p> <p>2. Extensive teaching and curriculum development experience in undergraduate design education.</p> <p>3. Proven ability to organize and manage large, multi-section teaching teams.</p> <p>4. Familiarity with the application of emerging technologies such as AI in undergraduate teaching.</p> <p>5. Understanding of the educational, design, and innovation-industry context in Shanghai and China.</p> <p>6. Demonstrated ability to manage international academic/industry collaborations; experience leading international projects or in cross-cultural management is preferred.</p> <p>7. Bilingual proficiency required (English–Chinese preferred).</p>	Product + Mobility	2	Under otherwise equal conditions, internal applicants will be given preference.	
			Environments + Scenography	1		
			Media + Entertainment	2		
			Human + Machine	1		
			Foundations & Public	1		

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Master’s Program Heads	<p>1. Master’s curriculum and educational leadership: Lead the Master’s-level curriculum, including advanced theory courses, research methods, and research studios; ensure academic rigour and alignment with international graduate education standards; conduct regular curriculum reviews and quality checks.</p> <p>2. Research framework and thesis supervision oversight: Coordinate thesis/project proposals, supervisor allocation, progress management, and defence quality; mentor faculty engaged in graduate supervision to enhance advising quality; ensure compliance with research methodologies, ethical standards, and academic norms.</p> <p>3. Emerging technologies in research and teaching: Promote the integration of AI tools, data analysis methods, robotics, and computational design into graduate courses and research; align research topics with national strategic needs and industry development trends.</p> <p>4. Collaboration with research centres/laboratories/workshop clusters: Lead the integration of courses and resources across interdisciplinary research projects; coordinate with centre directors and lab/workshop leads on research resource allocation and use of experimental platforms.</p> <p>5. Graduate development support: Guide students in academic writing, research design, career pathway planning, and PhD application preparation; organize graduate participation in conferences, exhibitions, competitions, and external research activities.</p> <p>6. Applied research and external partnerships: Establish collaborative research projects with enterprises, government programmes, and</p>	<p>1. A doctoral degree is required, together with substantial industry practice or outstanding academic research credentials in a relevant field.</p> <p>2. A clearly defined research agenda and a record of high-quality scholarly publications and/or design practice outcomes.</p> <p>3. Proven experience supervising postgraduate students.</p> <p>4. Demonstrated ability to collaborate in interdisciplinary teams and to effectively organize practice-based or applied research projects.</p> <p>5. Familiarity with frontier technologies and innovative research methodologies in the discipline.</p> <p>6. Understanding of China’s latest trends in science and technology innovation, industrial development, and policy support.</p> <p>7. Demonstrated capability in managing international academic/industry collaborations; experience leading international projects or in cross-cultural management is preferred.</p> <p>8. Bilingual proficiency required (English–Chinese preferred).</p>	Product + Mobility	1	<p>At the forefront of the University’s service to Shanghai’s modern industrial system, this program group places particular emphasis at the graduate level on technology integration, systems innovation, and high-level applied research. It aims to build a complete innovation chain from design concept to engineering implementation, addressing systemic challenges in future mobility and smart products.</p> <p>As the chief academic architect, the appointee will plan a highly competitive graduate curriculum, steer research directions, and enhance both the scholarly and applied value of theses. The role will deeply integrate internal and external resources, driving collaboration with industry-leading enterprises and workshop/studio clusters, and channel high-level research to enrich teaching. It will also lead the creation of a “research–practice–translation” academic ecosystem to ensure dual impact across academia and industry.</p>	<p>1. A clearly defined research agenda and demonstrable outcomes in product innovation, future mobility, human–transport system interaction, and sustainable product systems.</p> <p>2. Ability to lead the graduate curriculum, including research seminars, advanced studios, and thesis/project supervision.</p> <p>3. Experience conducting research collaborations with industry laboratories, mobility enterprises, or technology institutions.</p> <p>4. Capability to supervise research in computational design, AI-supported design workflows, IoT product ecosystems, and mobility systems design.</p> <p>5. Understanding of national and regional mobility industry development strategies, aligning research directions with China’s industrial upgrading and sustainability goals.</p>
			Environments + Scenography	1	<p>Focusing on advanced research in spatial computing, cultural heritage regeneration, immersive environments, and complex scene systems, this program group employs interdisciplinary methods to address fundamental questions of spatial perception and cultural expression in the context of rapid urbanization.</p> <p>This position will lead the top-level design of graduate education, setting a research agenda that is both academically rigorous and forward-looking. The appointee will actively drive research collaborations with museums, theatres, cultural institutions, and urban planning departments, and establish innovation laboratories that integrate industry, academia, and research. The role will guide faculty and students in exploring the convergence of XR technologies and physical space, delivering exemplary research outcomes with tangible social impact.</p>	<p>1. Established research record in spatial systems, scene theory/scenography, immersive environments, and spatial media technologies.</p> <p>2. Ability to supervise graduate research on spatial perception, environmental sustainability, public space evolution, and performance-/experience-based spatial design.</p> <p>3. Proficiency with XR technologies, spatial computing, environmental simulation, and advanced spatial prototyping methods.</p> <p>4. Capability to initiate and sustain research collaborations with cultural institutions, technology laboratories, and urban planning/municipal departments.</p> <p>5. Understanding of trends in China’s cultural industries, urban regeneration, and creative sectors, and the ability to translate these into</p>

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	cultural institutions; lead project-based research (Research PBL) at the graduate level. 7. Academic governance and administration: Represent the graduate programme(s) in School governance and decision-making; manage graduate scheduling, reviews, defence procedures, and programme documentation. 8. Other duties as assigned by the School.					graduate research agendas.
			Media + Entertainment	1	<p>At the graduate level, this program group centers on computational media, immersive storytelling, and entertainment-technology ecosystems, advancing both theory and practice. Through research-driven creation, it explores frontier applications of digital media in cultural communication, social interaction, and entertainment experiences.</p> <p>The appointee will lead the planning of the program’s academic direction and establish a system of research studios and seminars with a global outlook. They will drive deep collaborations with game-engine companies, film/TV studios, and creative technology laboratories, and spearhead project-based research (Research PBL) at the graduate level. The role includes guiding students to probe the ethical and aesthetic boundaries of generative media and interactive narrative, delivering high-quality scholarly publications and creative outcomes.</p>	<p>1. A clearly defined research agenda and demonstrable outcomes in computational media, immersive storytelling, game studies, digital performance, and creative AI.</p> <p>2. Ability to supervise graduate research on new media aesthetics, generative media, audience/experience studies, and entertainment-technology ecosystems.</p> <p>3. Proficiency with methods and platforms including real-time engines, virtual production, interactive narrative systems, and agent-based media design.</p> <p>4. Capability to establish collaborations with film/TV companies, animation studios, creative technology laboratories, and media research centers.</p> <p>5. Understanding of China’s media ecosystem, digital culture, and entertainment-technology trends, and the ability to embed these in graduate research.</p>

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			Human + Machine	1	<p>At the Master’s level, this program group undertakes in-depth inquiry into human–computer interaction (HCI), intelligent agents, algorithmic ethics, and the complexity of socio-technical systems. Through interdisciplinary research, it aims to develop intelligent technological solutions that advance human well-being and social equity.</p> <p>The Master’s Program Group Director will define the group’s research strategy and supervise advanced projects involving computational models, machine learning, and embodied intelligence. The role requires the organizational capacity to bridge engineering, psychology, and design, and to lead the establishment of a high-calibre interdisciplinary research centre. The appointee will guide faculty and students in examining the far-reaching impacts of intelligent systems and translating research outcomes into actionable, application-ready innovation.</p>	<ol style="list-style-type: none"> 1. Established research record in HCI, human–AI collaboration, intelligent interactive systems, robotic design, and algorithmic systems design. 2. Ability to supervise research on computational models, machine learning, HCI prototypes, robotic systems, and future human–machine scenarios. 3. Proven capacity to organize interdisciplinary research spanning engineering, psychology, computer science, and design. 4. Ability to mentor students in examining the ethical, social, and cultural implications of intelligent systems. 5. Understanding of China’s policies and industry directions in AI, robotics, digital transformation, and human–machine collaboration.
			Strategy + Management	1	<p>Positioned as a bridge between design thinking, business innovation, and public policy, this graduate-level program group is dedicated to cultivating high-end talent. It aims to train future leaders with systems thinking and the ability to deploy design strategies to address complex organizational and societal challenges.</p> <p>The appointee will take full responsibility for curriculum development and research planning across core domains including service design, innovation management, and futures/foresight. They will build a strategic network of partnerships with government think tanks, multinational enterprises, and non-profit organizations; lead research projects with policy impact or commercial value; and guide the team in exploring the strategic role of design in driving organizational transformation and sustainability, closing the gap between traditional business education and design education.</p>	<ol style="list-style-type: none"> 1. Research record in design strategy, innovation leadership, service systems, socio-technical systems, and futures/foresight studies. 2. Ability to supervise graduate, research-oriented courses on complex systems, strategic design interventions, scenario building, and policy research. 3. Capability to lead interdisciplinary research teams and cross-industry innovation collaborations. 4. Ability to initiate and advance research partnerships with enterprises, government agencies, non-profit organizations, and policy think tanks.

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						5. Understanding of China’s innovation ecosystem, digital economy transformation, and sustainability agendas, and the ability to integrate these into strategic design research.
Master’s Program Deputy Heads	<p>As a key partner to the Program Group Director, the Deputy Director supports teaching operations, drives quality enhancement, advances faculty–student development and industry collaboration, ensures compliance and innovation in delivery, and provides effective support for disciplinary development.</p> <p>1. Implementation and optimisation of the graduate training system: Assist in executing the graduate curriculum and research framework; embed frontier technologies and methods (e.g., AI, data-driven design) into the programme; coordinate advisor team development and supervision quality evaluation; facilitate integration of cross-disciplinary platform resources and deep industry–academia–research collaboration.</p> <p>2. Disciplinary development support and quality assurance: Contribute to discipline planning and cultivation of signature areas; assist in optimising resource allocation; ensure curricular articulation and progression of research capabilities; continuously improve talent-training quality and disciplinary impact.</p> <p>3. Other duties as assigned by the School.</p>	<p>1. A master’s degree is required, together with substantial industry experience; candidates holding a doctoral degree or an equivalent terminal professional qualification (e.g., DDes, DFA) are preferred.</p> <p>2. Extensive teaching and curriculum development experience in design education.</p> <p>3. Proven ability to organize and manage large, multi-section teaching teams.</p> <p>4. Familiarity with the application of emerging technologies such as AI in undergraduate teaching.</p> <p>5. Understanding of the educational, design, and innovation-industry context in Shanghai and China.</p> <p>6. International project leadership or cross-cultural management experience is preferred; demonstrated capability in managing international academic/industry collaborations is required.</p> <p>7. Bilingual proficiency required (English–Chinese preferred).</p>	Product + Mobility	1	Under otherwise equal conditions, internal applicants will be given preference.	
			Environments + Scenography	1		
			Media + Entertainment	1		
			Human + Machine	1		
			Strategy + Management	1		