



Job Description

1. Post

Post:	XR Developer		
Contract:	12 months fixed term contract (potentially leading to a permanent role)		
Hours:	<p>Full Time</p> <p>Some evening and weekend work required</p> <p>This is a hybrid role. The candidate must be UK based and able to commute to BOM on a weekly basis. 3-4 Contact days are required each week in the Birmingham-based studio.</p> <p>Please note that we are unable to support applicants who require work visa sponsorship or work permits.</p>		
Salary:	£35,000 - £40,000 pro rata per annum	Start Date:	February 2026
Benefits:	<p>Access to the company pension scheme.</p> <p>30 days paid holiday per year, including public holidays, plus days falling between christmas day and new year's day.</p> <p>Hybrid working.</p> <p>Opportunities for professional development.</p>		
<p>About BOM:</p> <p>BOM (Birmingham Open Media) is an immersive arts organisation, empowering communities through immersive innovation & learning.</p> <p>We create award-winning interactive experiences in VR, AR and games with strong social purpose. And we're on a mission to diversify the immersive sector. Our inclusive learning programmes give underserved communities the skills and confidence they need to progress in the industry.</p>			

Our vision is a world where digital enables everyone to access society and thrive creatively.

Our aim is to be creators of world leading immersive experiences breaking down barriers between technology and society.

Our learning programmes will create a diverse and highly skilled creative community to overcome digital exclusion, and unleash the creative potential of disruptive minds.

About the role:

The XR Developer plays a key role in BOM's collaborative Immersive Studio. Passionate about immersive technology, the XR Developer applies creative coding expertise and an agile mindset to design groundbreaking experiences. Leading XR development and using web / database systems, the XR Developer creates engaging and interactive content, including virtual reality and augmented reality experiences for multiple platforms including mobiles and headset devices.

Key responsibilities:

- Design and develop interactive immersive experiences for BOM and external commercial clients.
- Publish, manage and maintain XR applications on relevant platforms.
- Collaboration across the development team and wider creative team, sharing progress, ensuring back up of code / projects.
- Manage multiple projects simultaneously while ensuring quality and timely delivery.
- Integrate real world sensors such as cameras, depth sensors, motion tracking, microphones and physical inputs to drive interactive behaviour.
- Research of emerging tech trends to explore new creative possibilities.

The XR Developer will also contribute to the design and delivery of interactive installations that blend digital content with physical space. This includes working with TouchDesigner, real world sensors and projection based systems to create responsive and participatory experiences for exhibitions, public installations and live events.

If you are a versatile, resourceful, and passionate technologist who thrives on experimentation and creativity, we'd love to have you join us.

2. Supervisory responsibilities/position in structure

Responsible to:	Reports to the Chief Technology Officer
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3. Duties & Responsibilities

Main responsibilities include:

- Design and develop interactive immersive experiences including VR and AR, using Unity and Unreal Engine (training is available in Unreal Engine if required).
- Collaborate across BOM's development and creative teams and with external clients to develop immersive concepts and designs.

- Integrate cloud and web databases to support XR applications.
- Publish, manage and maintain XR applications on various platforms including iOS and Android.
- Stay ahead of current industry trends and contribute to the continuous improvement of the team's technical and creative capabilities.
- Manage multiple projects simultaneously while ensuring quality and timely delivery.
- Represent the development team at events to promote BOM's Immersive Studio work to clients and communities.
- Complete timesheets to log time spent on projects.
- Attend meetings with key partners, clients and funders as required to provide updates on technical progress of projects.
- Follow admin protocols in a timely manner for processing, and taking care of additional admin related to the role.
- Attend key BOM events to support the wider BOM mission.

4. Requirements to carry out job

Essential or desirable indicated against each requirement	E	D
Person Specification		
Strong experience with Unity, including creating interactive VR/AR experiences.	E	
Experience in cloud and web database connectivity for XR projects.	E	
Experience with iOS and Android publishing for XR applications.	E	
Experience with VR/AR development platforms such as Meta, Vive, ARKit and ARCore.	E	
Ability to rapidly adapt to new tools and systems with a creative problem-solving approach.	E	
Strong communication, collaboration, and project management skills.	E	
Experience in Unreal Engine development.		D
Experience in Computer Science, Game Development, or a related field.		D
A portfolio showcasing a range of creative coding and XR projects.	E	
Commitment to inspire others about the work of BOM.	E	
Experience working with sensors, cameras or physical inputs for interactive installations.		D
Understanding of real time audiovisual systems and performance focused workflows.		D
Experience with creative coding tools for real time graphics and interaction.		D

Application deadline: 12pm Monday 19th January 2026

Interviews: Monday 26th January 2026

To apply, please send your CV and cover letter (no more than 2 pages) to winnie@bom.org.uk

We particularly welcome applications from those from minority backgrounds. Should you wish to apply in a different format for access reasons, please share a link to your application in your preferred application format.