



**Post:** Digital Product Designer  
**Reference:** TG2642  
**Band:** 3L  
**Department:** Tate Digital  
**Contract:** Permanent  
**Hours:** Full-time  
**Reporting to:** Product & UX Lead, Digital  
**Location:** Millbank, London

## Background

Tate aims to be artistically adventurous and culturally inclusive art museums for the UK and the world that are open, bold, rigorous and kind in all that we do.

We want to celebrate the art of the past and present in its complexity and diversity, supporting artistic risk taking and deep scholarship, shared with all our audiences, in our buildings, in exhibitions we tour, through works we loan and across our digital spaces.

We want to welcome audiences that better reflect the towns, cities and the nation we are part of and attract a diverse international public. Our reach is already powerful, and we want to broaden this to connect across society, with art that is relevant for people today and that has a powerful impact in the world.

We see access to art for everyone as a universal human right and we see our galleries as sites of creative learning. We want to champion the importance of making art and encourage people to explore the many ways in which art is created and how they can develop their own creative potential.

We hold the national collection of British art, spanning 500 years, and of modern and contemporary international art that reaches across all continents: we want to share and celebrate access to this collection and deepen knowledge and understanding of its importance.

You can find further information about Tate on our website: [www.tate.org.uk](http://www.tate.org.uk)

## **Purpose of the Job**

To lead on design across the Tate Digital portfolio ensuring a high-quality user experience across all Tate's digital platforms by collaborating with product managers, producers, developers and other teams at Tate.

## **Main Activities/Responsibilities of the Role**

- Lead on design across the Tate Digital portfolio (website, online shop and in-gallery digital experiences) – working with our team of in-house developers and consulting on projects with external partners and agencies.
- Translate an idea or prototype into production ready designs, working at all stages of the product development lifecycle, from research and conception through to prototyping and delivery.
- Design high-fidelity UI and UX specs to clearly communicate requirements to developers.
- Design and deliver wireframes, user stories, user journeys, prototypes, mock-ups and high-fidelity designs optimised for a wide range of devices and interfaces.
- Run workshops with stakeholders, users and the product team to align vision, build consensus and find insights.
- Plan, write and conduct user research and usability testing, taking insights from discovery research to identify opportunities and solutions for core and new functions and features, and taking feedback from usability testing to adjust the design for further tests or iterations.
- Collaborate with the team (Product Manager, QA tester, Developers, Content Producers) to understand the high-level constraints of the user, technology, business and brand.
- Confidently present your work with stakeholders, taking on feedback and adjusting designs as required.
- Actively contribute to other discussions about the product while championing the user experience and Tate visual brand identity.
- Be responsible for keeping a consistent and high-quality user experience across multiple devices and browsers, ensuring compliance with accessibility requirements in user interface design.
- Maintain guidelines and resources to facilitate best practice in user interface design at Tate working with and evolving our UI Library Design System (see <https://bit.ly/2Eolf99>)
- Work with and consult other internal and external designers to ensure that all digital design adheres to relevant Tate's guidelines.

## Person Specification

### Essential

- Demonstrable professional experience of creating responsive, user-centred designs for desktop, tablet and mobile devices with proven ability in optimising designs for multiple target devices.
- An understanding and experience of product development processes.
- Experience working with visual guidelines, design patterns and design systems.
- Experience of using design and prototyping software such as Axure, Sketch, Figma, Adobe Suite, InVision, or similar software
- A folio demonstrating a strong understanding of UX, functional UI design and experience creating UX documentation, such as storyboarding, user journey mapping, wireframing, conceiving, low and high fidelity prototyping, etc.
- Experience with end-to-end design from discovery and conception through to delivering high-fidelity UI design, clearly communicating requirements and coordinating directly with developers.
- Experience with planning and conducting user research and user testing with clickable prototypes you have created, including one-to-one interviews and guerrilla research
- Understanding of capabilities and limitations of Web technologies such as HTML, JavaScript and CSS and experience working with front-end developers.
- Understanding of accessibility issues for websites, including the W3C accessibility standards and website best practice.
- Understanding of the benefits of data driven design with an ability to digest analytical data to inform design decisions.
- Good communication skills with the ability to convey the logic behind design decisions and present own creative ideas with confidence.
- Ability to work collaboratively with a diverse range of colleagues and treat all colleagues with dignity and respect, being flexible to changes and specific direction.

### Nice to have:

- Strong initiative and ownership over professional development, whether it be reading design books, websites, attending talks, workshops and conferences, engaging with the product/UX design community or being a mentor/mentee.
- An interest in the arts and the work of Tate.

## Summary of Terms and Conditions of Employment

### Type of Contract

This appointment is offered on a permanent contract.

### Working Hours

This post is offered on a full-time contract working 36 hours per week – Monday to Friday.

### Salary

This post is graded on Band 3L of the Tate pay scales.

An appointment to this post will be made at the minimum of the band at £33,106 per annum.

In addition, this post will attract a market rate allowance of £5,000 per annum.

A review of pay is undertaken annually at Tate through negotiation with the recognised trade unions. Any increases to individual salaries, will be subject to the terms of Tate's annual pay settlement and will be applied from 1 April.

### Annual Leave and Public Holidays

Annual leave is 25 working days per annum rising to 27 working days per annum after three years' service. In addition, we offer paid time off for the 8 public holidays and 1 Tate day (on 24 December when the galleries are closed).

### Pension Benefits

An important part of the pay and reward package Tate offers employees is the option to join the Civil Service Pension arrangements. These arrangements currently offer a choice of two types of pension:

- **Alpha.** This is a defined benefit occupational pension scheme that currently has a member contribution rate which ranges from 4.6%-8.05% dependent on your salary. As your employer we meet the rest of the cost of the scheme. Further information about this can be found at [www.civilservicepensionscheme.org.uk](http://www.civilservicepensionscheme.org.uk)
- **Partnership** pension account. This is a stakeholder pension with a contribution from ourselves. How much we pay is based on your age. We pay this regardless of whether you choose to contribute anything. You do not have to contribute but, if you do, we will also match your contributions up to 3% of your pensionable earnings. The contributions are in addition to the age-related contribution mentioned above.

If you have previously worked for an employer who participated in the Civil Service Pension scheme or other Public Service pension schemes different conditions may apply.

### **Other Discretionary Benefits**

- Interest-free Season Ticket Loan.
- Cycle to Work scheme – enabling you to buy a bike in a tax efficient way, for travelling to and from work.
- Rental deposit scheme – an interest free advance to help towards the cost of a deposit for privately rented accommodation
- Subsidised staff catering arrangements and discounts in the Tate Restaurants and Cafes.
- Access to Tate Benefits which offers access to discounts in high street stores.
- Access to a 24/7 Employee Assistance Programme to support you with any work, personal or family issues. This includes telephone-based support, as well as comprehensive online resources.
- Free entry to paying exhibitions at Tate Galleries. Opportunities for family and friends to visit the major exhibitions out-of-hours.
- Discounts on items purchased in the Tate shops.
- Free access to a number of other galleries and museums throughout the UK on production of a valid staff pass.

### **Safer Recruitment**

Tate is committed to providing a safe environment for all those who work at Tate and all those who come into contact with Tate as visitors to the galleries, as participants in Tate activities, and online. The safe recruitment of all those who undertake work on behalf of Tate is the first step to ensuring that we are fulfilling this commitment.

All positions at Tate are offered subject to the following conditions:

- Receipt of satisfactory references covering the last 3 years of your employment or education.
- Health clearance
- A satisfactory Disclosure Check.
- Proof that you are legally entitled to work in the UK

You can find out more information about our pre-employment checks and what they mean for you in our ‘Guidance Notes for Applicants’ document.

### **Diversity and Inclusion**

Our aim is to become a truly inclusive organisation with a workforce and audience as diverse as the communities we serve. This is fundamental to Tate’s future success and our ability to continue to contribute to culture and society in the UK.

We want our workforce to be more representative of all sections of society at all levels in the organisation. The range of perspectives and experience diversity brings is an asset to our organisation and we want to create an inclusive, welcoming environment for visitors, artists and all those who work at Tate. Tate expects all employees to contribute to this aim as part of their role. More information about diversity and inclusion at Tate can be found on our [website](#).

## How to apply

Our opportunities are open for you to apply online. Please visit: [www.tate.org.uk/about/workingattate/](http://www.tate.org.uk/about/workingattate/) to create an account by registering your details or, if you are an existing user, log into your account. For all opportunities we ask candidates to complete an online application form for the vacancy they are interested in. If you need an application form in an alternative format please call us on 020 7887 4997. Once you have submitted your application you can keep track of its progress by logging into your account.

The closing date for the submission of completed application forms is **Sunday 2 August 2020 by Midnight.**

*Our jobs are like our galleries, open to all.*

