



Post: Curator, Community & Social Practice
Reference: TG2543
Band: 3L
Department: Tate Modern Division
Contract: 3 days per week, fixed term until 31 November 2020
Reporting to: Head of Regeneration and Community Partnerships
Location: Tate Modern, Bankside

Background

Tate's vision is to serve as artistically adventurous and culturally inclusive art museums for the UK and the world. We deliver this through activities in our four galleries across the UK (Tate Liverpool, Tate St Ives, Tate Britain and Tate Modern), our digital platforms and collaborations with our national and international partners. At the heart of Tate is our collection of art, which includes British art from the 16th century to the present day, and international modern art from 1900 to the present day.

You can find further information about Tate on our website: www.tate.org.uk

The Community and Social practice team is the primary point of contact for Tate with a wide range of partners, businesses and community groups. They have a central role at Tate, providing a gateway to the organisation for local communities, promoting access and enabling use and enjoyment of the gallery by a wide range of people, especially those new to art galleries or to modern art. It has also increasingly brought the local and global together for example working with Danish artists Superflex to curate the 2017 Turbine Hall commission.

The **Community & Social Practice Programme** and activities for the post holder includes:

- **Curating Artist Led Community projects** – during this cover period it is expected to involve a project with Peabody Housing in Thamesmead and with community groups around the Elephant and Castle.
- **Community Garden Tate Modern** – co-ordinate the partnership and contract with Bankside Open Spaces Trust and their management of the space. Develop a series of annual events, manage the friends of the garden and identify opportunities to recruit new residents.
- **Community Private Views** – programme a regular series of private views aimed at local audiences offering free access to the special exhibitions. Where appropriate programme artist activations as part of the events as well as collaborations with other teams such as Learning.
- **Manage key community relationships** - act as the primary point of contact for resident's groups around Tate Modern including regularly liaising with Bankside Residents Forum.
- **Support local festivals and events** – manage Tate's presence and develop artists activations for key local festivals such as the Great Get Together in Bankside.

- **Partnership projects** – develop key projects with community partners in South London involving them in artist led projects that explore themes and ideas relevant to the needs of that community.
- **Placemaking Projects** – lead on the development of specific placemaking projects in key neighbourhoods across London.
- **In-gallery programmes** – work with teams across Tate where relevant to develop programme and opportunities to engage local audiences e.g. the Uniqlo Lates – south London themed, volunteers team, Tate catering, Tate Exchange and learning.
- **Strategic Partnership with Better Bankside and other bids across London** – continue to be involved in ongoing conversations and programming about the development of arts activities that engage local resident's and employees.

Purpose of the Job

To manage and develop the “social model” at Tate Modern, including a central role in the development of the policy and strategy and co-ordination of aspects of the planning, delivery, monitoring and evaluation of the programmes. The post will be primarily based at Tate Modern but will involve working in community contexts with some evening and weekend working.

Main Activities/Responsibilities

- Manage and lead on the research, planning, devising, development and implementation of new programmes and the renewal of existing ones.
- Curate and deliver artist-led participation projects both in the wider community and in the Museum.
- Manage Tate Modern initiatives including the Community Forums, Exhibition Openings and the Neighbours Group (with Tate Exchange).
- Manage budgets, write reports, draft contracts and fundraise applications and design marketing material.
- Act as lead liaison between external organisations/communities and Tate in particular with Curatorial colleagues and Learning.
- Represent Tate regularly with key community partners including Living Bankside, Better Bankside, Low line and Bankside Open Spaces Trust.
- Volunteer and internship management and mentoring on specific projects.
- Undertake monitoring, evaluation and research of programmes and take relevant action in response.
- Represent Tate on/with a range of external boards and organisations.

Person Specification

Essential

- Substantial experience in a similar role, including curating and managing community projects in an education, art gallery or museum setting.
- Proven experience of programming and implementing community projects and commissioning artists.

- Highly developed understanding of the theory and practice of community development through culture.
- Excellent interpersonal skills, the ability to communicate effectively with a wide range of people at all levels inside or outside Tate.
- Exceptional written communication skills, the ability to draft and produce letters and reports to a very high standard with regard to both content and layout.
- Excellent organisation, planning and administrative skills, with ability to prioritise and coordinate multiple activities to meet deadlines.
- Excellent administrative and IT skills, including Word, Excel, database and email applications
- Proven commitment to the practice of diversity and an ability to influence the behaviour of others to create a positive and inclusive culture.
- An interest in and commitment to the work of Tate
- Ability and willingness to travel and to attend out of hours functions, as required, to meet Tate's objectives.

Summary of Terms and Conditions of Employment

Type of Contract

This appointment is offered on a part-time temporary contract until 30 November 2020.

Working Hours

Normal working hours for this post are 21.6 hours per week.

Salary

An appointment to this post will be made at the minimum of the band. Accordingly, the starting salary for this post will be £19,864 per annum (ie pro rata to the full-time equivalent of £33,106 per annum).

Annual Leave and Public Holidays

Annual leave is 15 working days per annum (ie pro rata to the full-time entitlement of 25 working days per annum).

In addition, we offer paid time off for the 8 paid public holidays and 1 Tate day (on 24 December when the galleries are closed) on a pro rata basis according to the number of hours worked per week, and the duration of the contract.

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

- **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/ 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 in to your account.

The closing date for the submission of completed application forms is **Sunday 19 January 2020 by midnight**.

Our jobs are like our galleries, open to all.

