



Job description

Job title	Marketing Manager
Department	Marketing
Contract	Permanent
Salary	£37,567 per annum
Hours	36 hours per week
Location	Tate Britain, Millbank, London Tate Modern, Bankside, London
Reporting to	Senior Marketing Manager

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 the national collection of British art from the 16th century to the present day, and international modern and contemporary art from 1900 to the present day, spanning all continents. We seek to expand access to the collection and deepen understanding of art in all its diversity.

Tate is a leading global institution, and we influence critical thinking about art practice. Tate is committed to maintaining free entry for audiences to our collections. 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 develop their own creative potential.

We want to welcome audiences that better reflect the towns and cities in our nation and attract a diverse international public. Our reach is already powerful. We intend to increase its impact across society, with art that resonates around the world.

Everyone who works at Tate has a role to play in achieving these goals. We offer exciting work built around our love for art, and have a strong commitment to equality, diversity and inclusion, with the aim to have our workforce and audience as diverse as the communities we serve. And everything we do is only possible thanks to our fantastic colleagues, who really know their stuff, support each other and want to do the best for our audiences.

We hope you will consider joining our team.

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

About the role

You'll be responsible for marketing our galleries and world-class programme across Tate Modern and Tate Britain, developing innovative and creative campaigns that reach a broad and diverse range of audiences.

About your team

Tate's marketing team is responsible for developing and delivering Tate's marketing strategy - to build broad and diverse audiences, develop the Tate brand, achieve attendance forecasts and reach financial targets.

The Marketing team sits within the Audiences Division and works very closely with colleagues in Membership, Audience Insights and Curatorial. Known for being passionate, creative and welcoming the team are also brilliant at multi-tasking in what is a fast-paced environment.

What you will do

- Lead on marketing initiatives across Tate Modern and Tate Britain to achieve Tate's overall objectives, including; commissions, gallery activations, Lates, family activities, destination campaigns, tourism and exhibitions.
- Manage the marketing strategy for campaigns including identifying target audiences, and devising and implementing campaigns covering the full marketing mix.
- Develop inspiring creative and content that promotes Tate outside our walls, attracts and engages with broad and diverse audiences and meets objectives to drive reach, revenue and reputation.
- Work with the Senior Marketing Manager in the development of audience research as necessary.
- Work closely with colleagues in the design team and liaise across the organisation at all levels to agree advertising creative for campaigns.
- Day-to-day management of agency relationships, including media planners and buyers, advertising agencies and other suppliers.
- Work on the development and delivery of innovative partnerships (tourist bodies, media partners, promotional partners, sponsors, other arts organisations) for the benefit of Tate Modern and Tate Britain and their visitors.
- Ensure targets are met by monitoring effectiveness during campaigns and developing contingency strategies if required.
- Evaluate the success of campaigns in producing post-campaign reports and sharing learnings with key stakeholders.
- Liaise with Tate's Development department on sponsorship and partner commitments - from assisting in the development of proposals to managing day to day relationships.
- Work closely with colleagues in Membership, Digital, Press, Curatorial, Tate Publishing, Learning and Eats and Enterprises to create campaigns that respond to all Tate touchpoints.
- Work closely with the Senior Marketing Manager to manage the marketing budget, following organisational procedures, monitoring expenditure and obtaining value for money.

What you will bring to the team

- Experience of managing, devising and implementing effective marketing campaigns.
- Creativity and flair – an entrepreneurial approach combined with energy and enthusiasm to create innovative marketing campaigns.

- Good visual literacy and understanding of the principles of branding and the motivation to create creatively standout work.
- Excellent interpersonal skills, including negotiation skills, and the ability to achieve consensus among a number of different departments, and to gain senior agreement for communications recommendations.
- Experience of working collaboratively with other organisations - sponsors, media owners, promotional partners, tourist bodies, etc.
- Sound understanding of digital marketing.
- Excellent organisational skills, especially the ability to prioritise workload and to work flexibly.
- The ability to work as part of a team as well as to initiate and develop own projects.
- Computer literate and numerate, with the ability to analyse statistical research findings, budgeting etc.
- Experience of managing agencies, designers and suppliers.
- Ability to work collaboratively with a diverse range of colleagues and treat all colleagues with dignity and respect.
- An interest in art, and a commitment to the work of Tate.

Tate for all

Diversity and Inclusion

Our jobs are like our galleries, open to all.

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](#).

Our Values

- **Open:** we're welcoming, generous-spirited and inquisitive, with an open-source attitude that thrives on collaboration.
- **Bold:** we have the courage of our convictions, we're willing to take imaginative risks: we aren't afraid of failure - so long as we learn from it.
- **Rigorous:** we'll win people's trust if we're accountable for our actions and excellence underpins everything we do.
- **Kind:** we value and respect each other, our partners, and our visitors, striving to make every encounter memorable and enriching.

Benefits

- Birthdays off each year
- 25 days leave per year, rising to 27 (pro rata for part time colleagues).
- A pension scheme with generous employer contributions.
- Life Assurance and Income Protection for DC scheme members.
- 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.
- Free access to other galleries and museums abroad through the International Council of Museums (ICOM) membership

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.

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 into your account.

The closing date for the submission of completed application forms is 28 November 2023 by midnight.

Where vacancies attract large volumes of applicants, we reserve the right to close this vacancy early. Therefore, if you are interested, please try to submit your application as early as possible.

