



Job description

Job title	Senior Designer
Department	Design Studio
Contract	Fixed term (12 months, starting April 2025)
Salary	£39,753 per annum
Hours	Full-time, 36 hours per week
Location	London/Hybrid
Reporting to	Lead Designer
Responsible for	2x Direct Reports – Designer and Artworker

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

The Senior Designer will work with the Lead Designer to design and deliver campaign creative and exhibition design solutions, along with other creative work across the organisation.

About your team

The Tate Design Studio works across all of Tate. The Studio works to create intelligent, original, beautifully executed design that upholds Tate's reputation as a leader in the visual arts and helps us to attract, communicate with, and delight audiences.

The Design Studio is part of the Audiences and Innovation Division which brings together Tate's public facing teams to drive audience reach, reputation, and revenue. The Studio manages design, print production and many elements of digital production for all four Tate galleries and subsidiary companies, across a wide range of departments including Marketing, Membership, Curatorial, Interpretation, Visitor Communications, Development, and Tate Eats.

Design work includes every touch-point with audiences – including advertising creative, digital design, exhibition graphics, Tate Etc. magazine and corporate publications, on-site signage, visitor resources, restaurant and café identities, corporate communications, and some commercial merchandise.

What you will gain

Motivated and skilled people are key to our continued success, and we want everyone at Tate to have the opportunity to develop and thrive. In this team, you will be encouraged to contribute your ideas, realise your potential, and learn new skills and knowledge.

What you will do (Main Duties and Responsibilities)

Design and Production

- Take briefs directly from the Lead Designer and Studio Manager, to come up with high level creative solutions to their design requirements. Manage client relationships for projects throughout the creative and production process, interpreting client's briefs, creating, pitching, and presenting design solutions, overseeing the approvals process, and taking responsibility from concept to delivery.
- Design and oversee creative solutions for a wide range of print activities including major exhibition marketing campaigns, brand communications and execute the work across a wide range of formats including press adverts, onsite graphics, leaflets, invitations, and large outdoor formats. And as part of this produce and supervise production of print-ready artwork to the highest standards.

- Design and produce creative solutions for digital media including animated trailers to promote events and exhibitions from concept through to final cut, liaise with music licensing and stock footage companies to source and approve footage, online advertising for digital takeovers, specialist media and web banners, digital out of home content screens, and some onsite screen content including visitor information screens, shop screens, and ticketing screens.
- Design and oversee creative solutions for major exhibitions including entrance graphics and graphics inside the galleries. And as part of this produce and supervise production of print-ready artwork to the highest standards.
- Liaise with external suppliers (printers and contractors) in supply of artwork and approval of proofs alongside the Lead Designer and the Studio Manager.
- Art direct and review the creative output of other designers, and photographers (Tate or freelance) on specific projects when required.
- Build relationships and work closely with all departments across Tate to ensure design is on brief, compliant with guidelines and to a high standard.
- Support the integration of partner and sponsor accreditation in Tate's communications, collaborating with the Tate Development department as appropriate.

Team and relationship management

- Line manage two team members. This includes performance reviews, mentoring, managing workloads (in consultation with the Lead Designer and Studio Manager), reviewing and directing their creative output and individual career development.
- Build strong relationships across all departments across Tate.

What you will bring to the team

- Significant experience of working within a busy design studio to deliver consistently outstanding design work, gained within an in-house design studio or agency.
- Strong conceptual skills with a proven creative approach and track record of designing highly creative work across print and digital platforms.
- Ability to explore and develop multiple unique design concepts for a single brief.
- An excellent eye for detail and strong typographic skills along with good understanding of print production and repro processes.
- Excellent knowledge of design software, including Adobe Creative Suite (CC) in particular InDesign, Illustrator, Photoshop; MS Office knowledge also required.
- Proven track record to deliver motion design projects as well as static graphics with knowledge of Adobe Premier, After Effects, Cinema 4D, Animate CC.
- Significant experience of working with visual identities using established brand guidelines.
- Demonstrable understanding of industry standard specifications, for example codec, bit rate and file formats.
- Demonstrable experience of design for both digital and animation including film editing.
- Knowledge of Rich Media advertising and various formats.
- Excellent knowledge and awareness of technology trends in digital media.
- Ability to interpret design briefs in a conceptual and creative way, within brand guidelines.
- Excellent interpersonal skills, with the capacity to lead, give feedback and effectively take on feedback.

- Ability to work both independently and flexibly within a team, and collaboratively across Tate and beyond.
- Entrepreneurial, proactive, and self-motivated, with a demonstrable desire to succeed and achieve results in a fast-paced environment.
- Excellent organisation, planning and administrative skills, with ability to prioritise and coordinate multiple activities to meet deadlines and to budget.
- A strong belief in promoting the principles of diversity and inclusion to deliver broad and diverse audiences and create a positive and inclusive working environment.
- Interest in and commitment to the work of Tate.
- A degree in graphic design or equivalent experience.

The requirements listed here are guidelines, not hard and fast rules. You don't have to satisfy every requirement and we welcome candidates who bring transferable skills. Applying gives you the opportunity to be considered.

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 8 December 2024 by midnight. Interviews will be held on week commencing 13 January 2024.

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.

