



Post: Manager, National Partnerships
Reference: TG1955
Band: 3L
Department: National and International Partnerships
Contract: Permanent
Hours: Full-time
Reporting to: Director of National and International Partnerships
Responsible for: The Ferryman Project Coordinator
Location: Bankside, London with regular UK travel

Background

Tate aims to be the most artistically adventurous and culturally inclusive global art museum. We deliver this aim 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.

National and International Partnerships

As part of its core mission as a national organisation, Tate seeks partnerships and exchanges with a range of institutions and stakeholders. This enables Tate to play its part in a fast changing, interconnected world where knowledge exchange and collaboration is vital. Through its collaborations, Tate shares the British and International collections and its expertise with audiences far beyond its four galleries. It gains fresh perspectives through informal exchange and practical cooperation with colleagues working in large and small organisations in very different contexts.

This department works with colleagues across Tate to initiate and deliver partnership projects and support practical exchanges within the UK and internationally. We look for the impact that imaginative collaborations can have on individuals, communities and organisations, and how they can enrich Tate's work.

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

Purpose of the Job

To lead and manage strategic national initiatives including Plus Tate and the British Art Network, and to develop partnerships and exchanges with national partners and peers.

Main Activities/Responsibilities

- Support the Director of National and International Partnerships to develop and implement Tate's national strategy, working with colleagues within and beyond Tate to build our networks of engagement and identify new ways of working.
- Provide active leadership for Tate within the Plus Tate network of 35 visual art organisations across the UK, playing a key role in developing its programmes and collaborations.
- Manage Tate's collaborative programmes including The Ferryman touring and capacity building programme, managing the Project Coordinator and working with partners Aberdeen Art Gallery, Gallery Oldham, Oriel y Parc with Amgueddfa Cymru – National Museums Wales and Southampton City Art Gallery.
- Provide active leadership to support the development of the British Art Network (currently 581 individuals from 255 museums, galleries and higher education institutions).
- Liaise with Curatorial, Learning, Research, Collections Care and colleagues across all Tate sites to identify opportunities to respond to Tate's priorities and those identified by our partners.
- Advise Tate on relevant policy developments and sector-wide collegiate exchange.
- Represent Tate at conferences and meetings with external bodies and partners, providing colleagues with strategic briefings.
- Manage budgets for multiple projects and regular reporting to funders.
- Provide updates to Trustees, Executive Group and Directors Group on Tate's national partnership programmes.

Person Specification

Essential

- Proven project management skills, demonstrating strategic thinking and an eye for detail and quality of delivery.
- Demonstrable ability to work collaboratively, and experience of cultural partnerships involving different organisations.
- Excellent interpersonal skills with the ability to influence internal and external stakeholders and identify common goals.
- Diplomatic skills, problem solving and negotiation skills, working within budgets and time constraints.
- Experience of creating a working environment that encourages equality, diversity and inclusion, and the ability to create an inclusive, respectful culture within a team.
- Excellent written communication skills with the ability to convey information clearly and concisely, and in ways that are accessible to a diverse range of people.
- Educated to degree (or equivalent) level or able to demonstrate equivalent knowledge and thinking ability gained through experience.
- High level of IT skills.
- Willingness to undertake regular UK travel as required.
- An interest in and commitment to the work of Tate.

Desirable

- Familiarity with funding structures within the UK cultural sector.

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. The role involves frequent travel to partner organisations across the UK, including evening and occasional weekend working.

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 £31,120 per annum.

In addition, this post will attract a market rate allowance of £3,000 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
- **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.
- Childcare Vouchers Scheme – offering savings on tax and national insurance.
- 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 into your account.

The closing date for the submission of completed application forms is **30 April 2018 by 17.00**. Interviews will be held **w/b 14 May 2018**.

Our jobs are like our galleries, open to all.

