Post:	**Conservator, Preventive Conservation**
Reference:	**TG2597**
Band:	**3L**
Department:	**Conservation**
Contract:	**Permanent**
Hours:	**Part-time, 3 days (21.6 hours per week)**
Reporting to:	**Principal Conservation Scientist**
Location:	**Millbank, London**

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.

Collection Care

Collection Care's mission is to manage, preserve and enable access to Tate's collections in both physical and digital format. The division carries out Tate's legal responsibilities for the care of its collections, for the benefit of the public, now and in the future. Its operations embrace the management and care of Tate's art, archive and library collections and the facilitation of Tate's programmes of acquisitions, exhibitions, displays, loans and international touring. Collection Care comprises three departments: Collection Management, Conservation, and Library, Archive & Collections Access. It manages storage facilities at Millbank and Southwark (London) and Dean Hill (Wiltshire) and provides access to art works held in storage, by appointment, and to the Library, Archive and Prints & Drawings collections through its Reading Rooms' services at Tate Britain.

Conservation

The Conservation department brings excellence and innovation to the care of Tate's collections, preventing damage and deterioration and ensuring that the objects in its care are available for future generations to enjoy. The department provides specialist conservation services to support the programme across Tate and the long-term care of the collection. Specialist areas include: Paintings, Frames and Workshop; Sculpture and Installation; Paper and Photographs; Time-based Media; and Conservation Science and Preventive Conservation.

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

Purpose of the Job

To provide preventive conservation support for the Collection, including displays and exhibitions programme across sites, new acquisitions and supporting loans out and international touring, with a primary focus on environmental and IPM monitoring across Tate Britain and Tate St Ives, liaising with the Estates team, and advising on light levels across historic, modern and contemporary artworks.

Main Activities/Responsibilities

Collections Care and Preventive Conservation Activity

- Environmental monitoring including temperature, relative humidity and light.
- Comparative data analysis of environmental monitoring and building management data and report writing pertaining to Tate sites.
- Contributing to Tate's Sustainability agenda and increased energy efficiency.
- Undertake preventive conservation of all collections.
- Active involvement in the design, development and implementation of long-term collection care procedures.
- Support risk analysis and mitigation within Collections Care.
- Support the development of BCP plans at Tate sites.

Support for Tate's Programmes

- Participate in programme teams for Tate sites, providing advice and recommendations on all aspects of care and use of the collection, including costs.
- Co-ordinate related projects, organising and delivering conservation input on time and within budget.
- Provide recommendations for safe transport, handling, installation and display of works of art for Tate sites and loans programmes as required.
- Provide environmental data and mid- to long- term analysis as required across Tate sites, including programme displays & exhibitions and acquisitions.

Leadership and Support

- Contribute to related programmes of training and development for Tate staff, interns and others as required.
- Supervise staff, including planning and supervising the work and quantifying the required resources.
- Support the Conservation Management Team in reviewing, improving and implementing related procedures and policies.
- Liaise and work collaboratively with colleagues in Conservation, Estates and across Tate to ensure a consistent service.
- Contribute positively to a working culture that supports and enables colleagues to achieve agreed objectives.

Public and Professional Activities

- Share knowledge and expertise with others across the Conservation department.

- Liaise with counterparts in other institutions to ensure Tate is at the forefront of setting international standards for the conservation profession and collections care.
- Represent Tate within the field of own specialism nationally and internationally.
- Contribute to raising the profile of conservation at Tate.
- Support learning activities and initiatives; contributing to public lectures, tours and publications.

Person Specification

Essential

- Professional qualification in Preventive Conservation or equivalent experience.
- Significant experience of environmental monitoring systems and building management systems.
- Experience of data analysis, risk assessment and report writing, including mid- to long- term assessments.
- Significant experience with Integrated Pest Management and knowledge of recent developments in museum lighting.
- Demonstrable analytical and problem-solving skills where novel or complex preventive conservation problems arise.
- Understanding of the long-term care issues in your specialist area and ability to provide expert advice.
- Proven experience of providing specialist advice for storage, transport and display of works of art.
- Proven interpersonal and influencing skills, as well as oral and written communication skills.
- Demonstrable organisational, time-management and planning skills with the ability to work well under pressure and prioritise workload to meet deadlines.
- Ability to work effectively within a large, dynamic and complex organisation, as part of a team or alone.
- Good end-user IT skills.
- An understanding of the principles of equality and diversity in relation to conservation and the ability to apply these in practice at work.
- Ability and willingness to travel and to attend out of hours functions, as required, to meet Tate's objectives.
- An interest in and commitment to the work of Tate.

Summary of Terms and Conditions of Employment

Type of Contract

This appointment is offered on a permanent contract.

Working Hours

Normal working hours for this post are 21.6 hours per week, to be worked Monday to Friday.

Due to the nature of the role it is a requirement that you undertake occasional out of hours working and travelling in the evenings and weekends.

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. Accordingly, the starting salary for this post will be £19,864 per annum (i.e. pro rata to £33,106 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 15 working days per annum (i.e. pro rata to the full-time entitlement of 25 working days per annum).

In addition, we offer paid time off for the 8 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.

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
- 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 9th August 2020 by Midnight**. Interviews will be held on **Wednesday 19th August 2020**.

Our jobs are like our galleries, open to all.







