



Job description

Job title	Curator, Schools and Teachers Programme
Department	Learning
Contract	£26,296 per annum (FTE of £37,567)
Salary	Fixed Term (Maternity Cover)
Hours	Part-Time, 25.2 hours per week
Location	Tate Modern, Bankside & Tate Britain, Millbank
Reporting to	Co-Convenors, Schools and Teachers
Responsible for	Assistant Curator

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

Can you step into a busy team and take a leading role in delivering artist based projects with local schools inside and outside the gallery, and in partnership with local organisations? As Curator you will support the day-to-day functioning of the Schools and Teachers team, ensuring successful delivery of schools and teachers programming

About your team

The Learning Department

The division plays a unique role in supporting Tate's vision by bringing the museum and the collection into dialogue with our audiences. We create opportunities for people to encounter art in new ways: to engage with, question, have fun, learn through, discuss, make art and generate ideas, whatever their experience or starting point. We do this by developing a wide range of research and creative learning events, programmes, resources, spaces and partnerships in the gallery and online, and through processes of conversation, listening, research, and collaboration with artists, partners, audiences and the communities that we serve. We believe that everyone has the right to experience and engage with art. We work to represent the diversity of the communities we are part of in all that we create, and embed practices of equity, inclusion and care in everything we do.

The Schools & Teachers Team

The Schools and Teachers team believe that art can offer transformative opportunities for young people to learn about themselves and others in relation to the world around them. We work with artists, young people and teachers to create inclusive and multi-voiced projects, resources, workshops, teachers' events and courses for all those in formal education. As an integral part of our commitment to educational equity and social justice, we champion access to an arts rich curriculum and environment for all young people. We aim to uplift the voices of people of colour, women and members of the LGBTQIA+ and disability communities, in the work we create with the desire that all young people get to see themselves reflected in all that they encounter at Tate.

The team currently consists of two Senior Learning Curators (job share), three part time Curators, three Assistant Curators (part and full time), a Schools Relations Co-ordinator, Administrator and a team of four Schools Assistants. Together, we work with young people in education? from 4 – 18 years old, with and without special educational needs and disabilities, and with various educational settings including pupil referral units and with trainee and practising teachers.

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)

Co-manage the Schools and Teachers team and programme. This will involve developing and delivering a hyperlocal Schools project in collaboration with external organisations and artists; steering the in-gallery Expanded Welcome offer to local and SEND schools; and

supporting the oversight of the Schools and Teacher's team workflow and wellbeing, working in consultation with the Senior Learning Curators,

- Co-ordinate the management, planning, delivery and monitoring of the Schools and Teachers Programme, in particular the Hyperlocal and Expanded Welcome Strands, in consultation with Senior Learning Curators and Curators.
- Support the team to curate a high-quality programme designed to enable a diverse audience of young people and Teachers to engage with Tate and the collection.
- Support the management of the day-to-day functioning of the Schools and Teachers team, including addressing issues as they arise, overseeing workflow and continued professional development opportunities for individuals.
- Support the team in working with Tate colleagues and external networks to help ensure the programme is anti-racist, inclusive, relevant to and reaching a diverse audience.
- Maintain overview of team communications internally and externally including supporting bookings processes for audience, marketing strategies and interdepartmental advocacy in connection to the Hyperlocal and Expanded Welcome strands.
- Commission artists to develop creative learning programmes for a diverse audience of young people and teachers.
- Collaborate with colleagues in other Learning teams, including Visitor Experience, Membership and Ticketing and Curatorial to ensure consideration for young people's engagement and access to art is forefront of strategy and planning.
- Promote the aims and objectives of Schools and Teachers Programmes and Tate Learning internally and externally.
- Nurture existing relationships with schools, academics and organisations alongside researching and building relationships with new partners to support the strategic development of the programme.
- Line manage members of the team, supporting workload commitments and continued professional development opportunities where appropriate.
- Manage programme budgets, financial administration and financial reporting to funders.
- Contribute to on-going Learning Research programmes, attend relevant conferences and share knowledge with the wider cultural sector to promote the aims and objectives of Schools and Teachers Programmes and Tate Learning and Research internally and externally.

What you will bring to the team

- Relatable lived experience of attending or working in inner city formal education settings.
- Experience of managing arts learning programme development and implementation including working with external partners and/or funders to successfully deliver objectives in a cultural setting.
- Experience of team management with the ability to support a large team to work cohesively to a common goal.
- Demonstrable experience of commissioning and collaborating with artists to realise projects developed to support a diverse range of young people and/or teachers to engage with art.
- Experience of working well as part of a team with a flexible and collaborative approach, open to new ideas and able to reflect upon own practice to make improvements.
- Demonstrable experience of line managing staff.
- A commitment to, and understanding of principles of care, anti-racism and inclusion, and how to apply them to everything you do at work.
- Experience of knowing when to take the initiative and steer a direction, and when to seek support or a more consensual approach to decision making.
- Experience of safeguarding practice and procedures when working with children and vulnerable groups.
- Experience of maintaining excellent financial oversight of large programme budgets with knowledge of how to maintain and report on a budget partly funded by external funders
- An interest in and commitment to the work of Tate and its core values, including openness, boldness, kindness, and rigour.

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 (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 1 December 2024 by midnight. Interviews will be held on week commencing 16 December 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.

