



Post: Digital User Experience Designer
Reference: TG1893
Band: 3L
Department: Tate Digital
Contract: Permanent
Hours: Full-time
Reporting to: Head of Product, Digital
Location: Millbank, London

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. Millions of people visit Tate's website and other digital projects every year.

The Tate Digital department works closely with teams from all over Tate and is responsible for producing, creating, managing and publishing information onto the website, our online shop and other digital places, such as our App and social media profiles.

You do not have to be an art specialist to join Tate's Digital team. We are looking for people who are passionate about arts and creativity, and who have experience of working user experience and digital design.

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

Purpose of the Job

To be responsible for the design of all digital user interfaces ensuring a high-quality user experience across all Tate's digital platforms by collaborating with product manager, content producers, developers and other designers at Tate. The role sits within the Digital Product Team which delivers diverse visitor-facing products and projects.

Main Activities/Responsibilities

- Consult on and design user interfaces for the Tate website, apps, in-gallery interactives and other digital products.
- Translate concepts into user flows, wireframes, mockups and prototypes that lead to intuitive user experiences.
- Design and deliver wireframes, user stories, user journeys, and mockups optimized for a wide range of devices and interfaces.
- Identify design problems and devise elegant solutions.
- Make strategic design and user-experience decisions related to core, and new, functions and features.
- Take a user-centred design approach and rapidly test and iterate your designs.

- Collaborate with other team members (Product Manager, Digital Analyst, Developers, Content Producers) and stakeholders
- Responsible for keeping a consistent and high-quality user experience across multiple devices and browsers, ensuring compliance with accessibility requirements in user interface design.
- Maintain guidelines and resources to facilitate best practice in user interface design at Tate.
- Cooperate with the technical team to balance design and technical concerns in UI design.
- Work with other colleagues across Tate to consult on creative design solutions for multiple projects across Tate.
- Work with and consult other internal and external designers to ensure that all digital design adheres to relevant Tate's guidelines.

Person Specification

Essential

- Degree level Graphic Design qualification and/or extensive professional experience of interactive screen based design
- Demonstrable experience of designing user interfaces for web and mobile.
- Experience working with design patterns and design systems
- Proficiency in HTML and CSS/SASS/SCSS
- A working knowledge of JavaScript
- Understanding and experience of technical delivery processes and current project methodologies particularly agile
- Competency across a range of UX software toolsets such as Axure, Sketch, Adobe Suite, InVision, etc. and be able to work across both Mac and PC formats.
- Experience creating responsive, user centric-designs for desktop, tablet and mobile devices with proven ability in optimising designs for multiple target devices.
- Experience creating full UX documentation, i.e. storyboarding/wireframing, concepting, prototyping, etc.
- Knowledge of latest layout technologies on the web – CSS Grid, Flexbox
- Understanding of web content management systems (preferably Drupal 7)
- Understanding of accessibility issues for websites, including the W3C accessibility standards and website best practice.
- Good communication skills with the ability to convey the logic behind design decisions and present own creative ideas to internal clients with confidence.
- Good organisational skills and ability to manage a variety of projects simultaneously, working under pressure with excellent attention to detail.
- A self-starter with the ability to self-manage work load, whilst judging when things need to be escalated
- Analytical thinker with strong problem-solving skills; focussed on getting things done

Desirable

- Ability to work collaboratively with a diverse range of colleagues and treat all colleagues with dignity and respect.
- An interest in the arts
- 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

This post is offered on a full-time contract working 36 hours per week – Monday to Friday.

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 £5,000 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 **7 March 2018 by midnight**.

Our jobs are like our galleries, open to all.

