



Job description

Job title	Web Developer
Department	Tate Digital
Salary	£42,106 per annum (inclusive of a Market Rate Allowance of £9,000 per annum)
Contract:	Permanent
Hours:	36 hours per week
Reporting to:	Senior Web Developer
Location:	London

Background

Tate aims to be an artistically adventurous and culturally inclusive global art museum. We do this through our four galleries across the UK (Tate Liverpool, Tate St Ives, Tate Britain and Tate Modern), our digital platforms and collaborations with 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 Digital department is responsible for developing the Tate website and online content, delivering digital experiences in our galleries, growing sales through our ecommerce platform, and ensuring Tate continues to be a leading digital presence within the cultural sector.

About the role

To carry out application development for the Tate website and other visitor-facing products and projects, from technical design through to production deployment. With the support of a multi-disciplinary team, you will focus on meeting user needs, ensuring that our digital products are effective, reliable, accessible and pleasing to use.

About your team

The role sits within the Digital Product and Development team, responsible for shaping the Tate website and upholding its design standards and smooth operation. The team also works with museum colleagues and external partners on digital projects for our galleries or hosted on other internet platforms.

Alongside application development, the team includes expertise in product management, user experience, product design, content design, web analytics, quality assurance and project management. The team takes a collaborative approach to projects, with lively discussion and fresh thinking very much at the heart of how we do things. From requirements gathering and technical scoping, to testing and review, you can expect to work closely with the rest of the team as our digital products are developed.

You will be joining at a time of exciting change as we grow our team of developers to keep pace with the evolving needs of our online audience. The last year has underlined the critical importance of Tate's website: a constant point of access to the museum's collection and programme, even

when our galleries had to close their doors. The team is right now working to migrate the Tate website into new web CMS, offering a firm foundation for design consistency with an architecture that simplifies and accelerates our development workflow. We have an ambitious roadmap ahead for delivering an enhanced user experience and more tailored content to our audiences, while acting to reduce the climate impact of Tate's digital presence.

We are looking for developers who are comfortable supporting high-traffic websites and passionate about delivering great experiences to a diverse global audience.

Prior art knowledge is not a requirement. We welcome applications from those who have taken unconventional career routes into tech. Though based at Tate Britain, the Digital team has embraced remote working and would consider applications from outside the London area.

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

What will you do

- Propose solutions for delivering product enhancements, analyse their respective merits and advise on the best-fit approach
- Extend and refactor application code, follow good source control practices and provide clear in-context comments as required
- Contribute to sprint planning and retrospectives
- Take ownership of tasks and report issues that are obstructing work
- Run manual and automated tests to establish code quality before handing applications over for review
- Deploy code releases to test and production environments
- Investigate application issues to help inform a triage process, and resolve live problems in line with agreed priorities
- Work with the Technology department and external support staff on the set-up and maintenance of Tate's web application environments
- Help maintain repository documentation and team 'how to' guides

What you will bring to the team

If applying for this role, it is essential you are someone who:

- Enjoys working in teams with diverse skills, backgrounds and identities
- Treats all colleagues with kindness and respect

And here's what else we expect from you, as a minimum:

- Fluency in authoring HTML, CSS/SASS and JavaScript
- Extensive experience of scripting and application development in Python (or at least one comparable programming language)
- Confidence in using a command line interface, particularly Linux
- Understanding of key security considerations for web applications
- Familiarity with writing unit tests to produce reliable code
- Detailed awareness of accessibility pitfalls for websites
- Strong organisational skills with the capacity to manage several projects at once
- Analytical approach to problem-solving and application design
- The ability to present ideas with confidence and explain the logic behind decisions to non-programmers
- An interest in and commitment to the work of Tate

Experience in any of the following areas will strengthen your application:

- Working in an Agile project environment
- Following version control workflows (particularly for Git)
- Developing extensions and integrations for a CMS platform
- Configuring and querying search indices (particularly Elastic Search)
- Building applications using the Django web framework
- Producing technical documentation for planning, design and reference
- Deploying applications in both VM and container-based environments

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](#).

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
- 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 **20 June 2021 by midnight.**

