



**Post:** Head of National Partnerships  
**Reference:** TG2610  
**Band:** 1R  
**Department:** National Partnerships  
**Contract:** Permanent  
**Hours:** Full-time  
**Reporting to:** Director, Tate Liverpool with regular liaison with Director, Tate Britain  
**Responsible for:** National Partnerships Coordinator, British Art Network Co-ordinator, Plus Tate Co-ordinator  
**Location:** Tate Liverpool with regular UK travel

### **Who we are and what we do**

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.

### **National 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 national collaborations, Tate shares the British and International collections and its expertise with audiences throughout the UK regions. It gains fresh perspectives through 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 exchange the UK. We look for the impact that imaginative collaborations can have on individuals, communities and organisations, and how they can enrich Tate's work. Tate's national partnerships team is based in both Tate Liverpool and Tate Britain and this role will lead teams at both sites.

You can find further information about Tate on our website: [www.tate.org.uk](http://www.tate.org.uk)

### **About the Role**

To devise the strategy for, and oversee the implementation of, Tate's strategy for engaging with

partners across the UK. This includes oversight and partnership development for national initiatives including Plus Tate, the British Art Network and the Turner Prize (when it is not in London). To provide visible leadership for a wide range of partnerships and exchanges with regional and national bodies, including museums and galleries, local authorities, higher education, funding bodies, ACE and DCMS.

## **What you will do**

### **Strategic and Leadership Responsibilities**

- Work closely with the Director of Tate Liverpool and Director of Tate Britain as well as the Head of Artists Rooms to set the strategy for national partnerships and Tate's engagement across the UK.
- Lead and manage the national partnerships team to devise and implement a strategy for the national partnerships programme of work.
- Take overall responsibility for the national partnerships budget, making sure the programme is delivered on budget and regular reports are prepared for funders.
- Keep abreast of government, ACE and DCMS strategy and policy in relation to the visual arts nationally and local authority strategy and policy regionally, taking a lead role in building understanding of the sector across the UK amongst senior colleagues within Tate. As appropriate, engage with policy makers to help influence policy and advocate for Tate's position.
- Work closely with curatorial colleagues, primarily at Tate Britain, to ensure important decisions about national programmes are informed by appropriate curatorial expertise.
- Build and sustain external relationships that enhance the visibility and impact of the programmes.
- Liaise with Development, Curatorial, Learning, Research, Collection Care and colleagues across all Tate sites to identify opportunities to respond to Tate's priorities and those identified by our partners.
- Develop relevant Key Performance Indicators to demonstrate progress and impact of national partnerships, ensuring these reflect the priorities of Tate's 5 year strategy.
- Represent Tate at conferences and meetings with external bodies and partners, providing colleagues with strategic briefings.
- Report to Trustees, Executive Group, Directors Group and the DCMS on Tate's national partnership programmes.
- Keep abreast of developments in curatorial practice and research as well as current issues within the museum and galleries sector UK wide.

### **Programme and Partnership Responsibilities**

- The role has responsibility for overseeing the following existing partnerships and programmes, working closely with the Director of Tate Britain and other curatorial colleagues.

### **Plus Tate**

- Provide active leadership for Tate within the Plus Tate network of 35 visual arts organisations across the UK, playing a key role in developing its programmes and collaborations.

## **Turner Prize**

- Develop new partnerships, negotiate and confirm agreements, and manage relationships between Tate and host venues and cities to ensure successful delivery of the Turner Prize when outside London

## **British Art Network**

- Provide support to the Convenor of the British Art Network (based at the Paul Mellon Centre), work closely with other Paul Mellon Centre colleagues, and support the Co-ordinator to deliver the programme.

## **The Ferryman / other touring programmes following major acquisitions**

- Manage Tate's collaborative programmes (previously The Ferryman and Aspire) and other capacity building and touring programmes which may arise following major acquisitions in the future.

## **What you will bring to the role**

- Ability to think strategically and work collaboratively with colleagues across a wide range of external and internal partners to deliver results in line with Tate's 5 year strategy.
- Significant proven project management skills, particularly in event planning and delivery, demonstrating strategic thinking and an eye for detail and quality of delivery.
- Excellent interpersonal skills and demonstrable ability to work collaboratively, identifying common goals with partners from different types and scales of organisation.
- Demonstrable ability to lead a matrixed and dispersed team and of effective people management with experience of creating high performing teams where staff feel valued and motivated to perform.
- Experience of creating a working environment that encourages equality, diversity and inclusion, and the ability to create an inclusive, respectful culture within a team.
- Proven diplomatic, problem solving, influence and negotiation skills..
- 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.
- A highly organised and flexible approach to work and the ability to plan and prioritise a varied and busy workload and deliver agreed outputs to deadline, working as part of a team and individually.
- Highly numerate with sound business planning skills, including financial management, resource allocation and risk management.
- Extensive professional networks across the UK visual arts sector , particularly in regional museums, galleries and higher education institutions.
- Significant knowledge of the visual arts and understanding of its operational contexts and funding structures.

- Educated to degree (or equivalent) level or able to demonstrate equivalent knowledge and thinking ability gained through experience.
- Confident with Microsoft Office packages, particularly Word, Excel and databases.
- Willingness to undertake regular UK travel as required, including regular visits to Tate Britain.
- 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. The role involves frequent travel to partner organisations across the UK, including evening and occasional weekend working. Applicants who wish to work part time will also be considered.

### **Salary**

This post is graded on Band 1R of the Tate pay scales.

An appointment to this post will be made at £50,000 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](http://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
- 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/](http://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 **Sunday 3 May by midnight**.

*Our jobs are like our galleries, open to all.*

