



**Post:** Director, International Partnerships  
**Reference:** TG2553  
**Band:** Director  
**Division:** Tate Modern  
**Contract:** Full-time, fixed term 3 years  
**Reporting to:** Director, Tate Modern and Chief Operating Officer, Tate  
**Location:** Bankside, 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.

Since Tate Modern opened in 2000, its programme of major temporary exhibitions, collection displays, commissions, performance, and film has developed in depth, diversity and profile. In 2016 Tate Modern opened the Blavatnik Building increasing the scope and breadth of the exhibition and collection displays. The Tate Modern Division also oversees Tate's international strategy for collection exhibitions and the UK based ARTIST ROOMS partnership programme and is committed to the highest standard of content and delivery of all its programme.

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

## **Purpose of the Job**

To extend Tate's reach and enhance Tate's reputation for effective collaboration and exchange internationally, shaping and implementing the touring collection programme and the consultancy and training programme, working with colleagues in all departments and working within the overall strategic framework for Tate. To develop Tate's reputation for innovation and collaboration, to expand Tate's audience, beyond the four Tate galleries, raising funding and income for and from these activities.

The position sits within the Tate Modern division and serves Tate-wide interests and ambitions.

## **Main Activities/Responsibilities**

### **International Partnerships**

- To develop Tate's international strategy for collection exhibitions and for consultancy and training programmes, to broaden Tate's reach across the globe, working with colleagues across Tate.
- To develop and implement international initiatives, including partnerships and exchange programmes with galleries and museums, in keeping with Tate's strategy and aims.

- To present Tate's international initiatives to stakeholders, funders and other professional bodies in the UK and internationally.
- To write papers, reports and briefings on all matters relating to Tate's international initiatives, as required.
- Work with colleagues in Development and Corporate Partnerships to ensure activities are maximised for wider opportunities for Tate.
- Work with the Director, Tate Modern and senior colleagues to welcome visiting development agencies, government departments and visiting dignitaries.
- Represent Tate in the UK and abroad, advocating the importance of partnership working and Tate's wider organisation mission.

### **Consultancy Projects**

- Work with colleagues across Tate and Shanghai Lujiazui Group to progress and realise the Museum of Art Pudong (MAP) training programme.
- Work with the Chief Operating Officer and Tate Enterprises Ltd to develop the framework for consultancy partnerships with international museums, galleries and other organisations, in order to fulfil Tate's mission while at the same time raising funding and income for and from these activities.
- Develop and maintain strategic relationships for international consultancy projects, providing senior leadership and management of these initiatives and projects as required.

### **Touring Collection Exhibitions**

- Provide leadership support to the Head of International Collection Exhibitions on the programme of touring collection exhibitions.
- Build upon the programme strategy, while ensuring alignment with Tate wide narratives, style and goals as well as business and planning models bringing sustainability and maximising income generation.
- Represent the programme institutionally, championing and acting as spokesperson at senior level.
- Represent the programme internationally, using your profile to forge new touring relationships and partners.

### **Person Specification**

#### **Essential**

- Extensive experience of business planning and strategy implementation.
- Extensive, up to date network of international museum, gallery and arts institution contacts and exhibition agencies, and knowledge of internationally engaged organisations.
- Excellent project management skills and competence in managing complex partnerships
- Sound financial management skills, including experience of planning and budgeting;
- Extensive knowledge of the international cultural market and proven ability to generate income.
- An inclusive leadership style with the proven ability to lead, motivate and develop staff and manage change.
- Awareness of, and commitment to the issues of equality and cultural diversity as they affect the work of a major museum and evidence of having incorporated diversity strategies into practice.

- Able to manage people and activity including being able to delegate effectively. A commitment to your own development and that of your team and evidence from your experience of having mentored and developed curatorial talent and expertise.
- Excellent negotiation skills as well as experience of drafting and negotiating contracts with the ability to identify and mitigate risk.
- Excellent communication skills with an approachable, professional and diplomatic manner. This includes excellent spoken and written English, and confident presentation skills.
- Ability to be innovative, visionary and to deliver initiatives and projects to a high standard.
- Ability to identify potential, to create synergies between individuals and organisations and to solve problems.
- A collaborative approach to team working; the ability to work cross-departmentally and develop effective working relationships within Tate and across partnership organisations.
- Proven ability to provide leadership, and to motivate others.
- Successful track record of developing and implementing new strategies effectively within the cultural sector.
- Good fundraising skills and an entrepreneurial spirit.
- Availability and willingness to travel internationally and to attend out of hours functions, as required to meet Tate's objectives.

## **Summary of Terms and Conditions of Employment**

### **Type of Contract**

This appointment is offered on a fixed-term contract of 3 years.

### **Working Hours**

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

### **Salary**

An appointment will be made between £70,000 - £75,000 per annum.

### **Annual Leave and Public Holidays**

Annual leave is 25 working days per annum.

In addition, we offer paid time off for the 8 paid public holidays and 1 Tate day (on 24 December when the galleries are closed) on a pro rata basis according to the duration of the contract.

### **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 **Wednesday 12 February 2020 by midnight**.

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

