



Post: Post-Doctoral Research Associate
Reference: TG1928
Band: 3L
Department: Learning and Research
Contract: Fixed-term, 3 years
Hours: Full-time
Reporting to: Head of Collection Care Research
Location: Bankside, Millbank, Southwark (all 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.

Tate Research

Tate Research is part of the Tate Learning and Research Directorate and is central to realising Tate's research ambitions, working with all Tate divisions and galleries to create a vibrant and rigorous research infrastructure and programme of pioneering research. Tate is a leading centre for research in art history, curatorial practice, collection care, conservation, museology and learning. Tate Research acts as a hub to support research activity across all Tate sites, departments and divisions, working with a broad range of partners, including practitioner researchers and academic scholars, it arranges research events, projects and exchanges, and hosts Research Fellows and doctoral students.

Established in 2006, following recognition of the museum as an Independent Research Organisation by the Arts and Humanities Research Council, Tate Research leads and supports research across the organisation. In line with Tate's ambition to be more entrepreneurial and sustainable, the department also raises funds to support research.

This position will form a key part of the research team who will deliver a major Andrew W. Mellon Foundation funded research project 'Reshaping the Collectible: When Artworks Live in the Museum'. Centred on six case studies, the research asks how artworks which unfold over time, exist in multiple forms, depend on social and technological networks outside the museum and blur the boundaries between archive, record and artwork can live in the museum.

You can find further information about the project on our website: <http://www.tate.org.uk/about-us/projects/reshaping-the-collectible>

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Purpose of the Job

Work as an integral part of the project team for delivering the project 'Reshaping the Collectible: When Artworks Live in the Museum' conducting art historical and curatorial research.

Main Activities/Responsibilities

- Conduct scholarly research to understand the life of the work within the museum and moments of change by drawing on relevant material for the case studies in the records across the teams at Tate and by consulting gallery records and the archive. Share the results of the research across the project team to support the research project as a whole.
- Working across the project team, develop a methodology for mapping the changing attitudes of the museum to the management and conservation of challenging acquisitions and time-based media or performative works in the collection. Act as a co-author for this project report which will be published online as a 'working paper'.
- Assist the other members of the team in Records Management and the Archive and Conservation in co-authoring 'state of the art' reports.
- Write scholarly texts for publication including at least one authored or co-authored scholarly peer reviewed paper.
- Edit for content and house style the texts of other contributors to the website.
- Research and source research materials and images, and secure copyright permissions.
- Contribute to the planning of the website, working closely with the Digital Editor and the Project Lead.
- Work with the Project Lead to support the visiting Fellows.
- Support the communication and dissemination of the project of material developed for general audiences by supporting the development of material for a range of formats including online text, working papers, didactic displays and online video.
- Support the communication and dissemination of the project to professional and academic audiences by presenting at conferences and producing audience appropriate texts.
- Share knowledge and expertise developed in relation to the research with others across Tate, in particular the curatorial teams.
- Actively participate in the delivery team for the research contributing to meetings, engaging with the wider research and championing the work being carried out internally and externally.

Person Specification

Essential

- A postgraduate degree in art history, curatorial studies, museology or a related subject and experience of academic research.
- A demonstrable grasp of the historical, cultural and theoretical contexts of time-based media, digital and performance art.
- An interest in and commitment to collaborative, interdisciplinary and practice-based research.
- Excellent administrative and organisational skills, with the ability to prioritise and multi-task to meet deadlines.
- Excellent written communication skills with the capacity to produce carefully presented and accurate work (such as letters and academic texts) in polished English, following style guidelines.

- A commitment to, and enthusiasm for, the online presentation of scholarly materials of academic excellence.
- Strong interpersonal skills, an ability to build effective working relationships with a range of colleagues, and a positive manner.
- A proactive, flexible approach and an ability to work as part of a team, contributing positively to team goals and an ability to take the initiative to solve problems.
- High degree of computer literacy, including excellent keyboarding skills and a proficiency in using word-processing, internet, email, database and spreadsheet applications.
- Ability to work collaboratively within a diverse team and treat all colleagues with dignity and respect.
- An interest in and commitment to Tate.

Desirable

- Record of academic publications
- Experience of proofing texts for publication
- Experience of having worked in a museum environment

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

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.

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.

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
- **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 **Tuesday, 10 April 2018 by 17.00**. Interviews will be held on **Wednesday, 18 April 2018**.

Our jobs are like our galleries, open to all

