



Job description

Job title	Conservation Technician, Workshop
Department	Conservation
Contract	Fixed-term until end of March 2027
Salary	£27,251 per annum
Hours	Full-time, 36 hours per week
Location	Tate Britain, Millbank, London
Reporting to	Lead Workshop Technician

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 the national collection of British art from the 16th century to the present day, and international modern and contemporary art from 1900 to the present day, spanning all continents. We seek to expand access to the collection and deepen understanding of art in all its diversity.

Tate is a leading global institution, and we influence critical thinking about art practice. Tate is committed to maintaining free entry for audiences to our collections. We see access to art for everyone as a universal human right and we see our galleries as sites of creative learning. We want to champion the importance of making art and encourage people to explore the many ways in which art is created and develop their own creative potential.

We want to welcome audiences that better reflect the towns and cities in our nation and attract a diverse international public. Our reach is already powerful. We intend to increase its impact across society, with art that resonates around the world.

Everyone who works at Tate has a role to play in achieving these goals. We offer exciting work built around our love for art, and have a strong commitment to equality, diversity and inclusion, with the aim to have our workforce and audience as diverse as the communities we serve. And everything we do is only possible thanks to our fantastic colleagues, who really know their stuff, support each other and want to do the best for our audiences.

We hope you will consider joining our team.

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

About the role

You will join the team as a Conservation Workshop Technician within the Paintings, Frames & Workshop team, providing technical support across all areas of Tate's programmes spanning displays and exhibitions, loans, acquisitions, collection care and International Partnerships Programme. Day-to-day, you will work closely with colleagues in the Conservation Workshop to

care for, handle, prepare and maintain artworks and their associated components for safe storage, transit, installation and display.

About your team

The Paintings, Frames and Workshop Conservation team treats a broad range of artworks and enjoys being creative and pragmatic, providing solutions and collaborating with colleagues. They work proactively across all programme areas including International Partnerships, Loans, Acquisitions, Exhibitions and Displays and Collection Care.

The Conservation department sits within the Collection Care division and provides specialist conservation expertise to support the programme, and care for Tate's Collection. Specialist areas include Time-based media, Paintings, Frames and Workshop, Sculpture and Installation Art, Paper and Photographs, Conservation Science and Preventive Conservation. Working together, the department brings excellence and innovation to the care of Tate's Collection, preventing damage and deterioration and ensuring that the Collection is available for future generations to enjoy.

What you will gain

Motivated and skilled people are key to our continued success, and we want everyone at Tate to have the opportunity to develop and thrive. In this team, you will be encouraged to contribute your ideas, realise your potential, and learn new skills and knowledge.

What you will do

You will provide carpentry and technical support and expertise support for the conservation, preservation and use of works of art in Tate's collections and care. You will work flexibly together with colleagues in the Conservation Workshop across all areas of programme activity including International Partnerships, Loans, Acquisitions, Exhibitions and Displays and Collection Care.

Main Responsibilities

Provide carpentry and technical support for the conservation of artworks in Tate's collection

- To carry out the manufacture of artworks supports for paintings, sculpture, paper e.g. stretchers, panels, looms and scaffolds to support sculptures.
- To build stable environments for artworks according to design
- To carry out the manufacture of new and reproduction frames.
- To undertake the adaptation of historic frames according to Conservation standards.
- To complete appropriate Conservation documentation of work carried out on artworks in Tate's Collection.
- Assist senior conservation technicians or conservators in the preparation of artworks e.g. canvas stretching, or carrying out maintenance operations under the supervision of conservators or senior conservation technicians.
- Advice to staff on all areas of technical requirements for the artworks in Tate's Collection and Care.
- To carry out specialist technical assistance on design, joinery materials and structural stability of support materials for artworks.

Collections Care and Preventive Conservation Activity

- Assist Senior Technicians in reducing risks and rates of deterioration with the design and development of accessories or modifications to artworks to maintain and improve standards of storage, installation, display and transport.
- Assist with preventive conservation activities such as environmental monitoring, integrated pest management and maintenance of artworks on display.
- Maintain an organised workplace including equipment maintenance and workshop machinery as required.

Provide technical support for Tate programmes

- Provide accurate time estimates for activities undertaken.
- To participate in the design and to construct cases for travel and storage of artworks.
- Create and document display specifications and associated activity.
- To participate in the design and to construct gallery display furniture.
- To be knowledgeable regarding display and preventive conservation requirements
- To assist with gallery installations.
- To complete documentation of work to support Tate programmes, by maintaining work process documentation (documentation includes digital photography).
- Support workplace activity and implement required Health and Safety measures.
- Undertake courier activity and oversee transport and installation of art works at Tate and non-Tate sites (training will be provided as needed).

Supervision and Training

- Participate in training for Tate staff, supervision of interns/apprentices as required.
- Support the Conservation management team in reviewing, improving and implementing procedures and policies.

Public and Professional Activities

- Develop and update expertise through Continuing Professional Development.
- Share knowledge and expertise with colleagues.

What you will bring to the team

Essential

- A City & Guilds qualification in carpentry and joinery or cabinet making or equivalent
- Certified experience in the use of Industrial Wood and Metal Machinery and other specialised Workshop equipment to include use and maintaining hand and power tools
- Able to demonstrate a broad range of developed craft skills including carpentry, metalworking and machine maintenance
- Able to work effectively as part of a team or alone with effective interpersonal and communication skills
- Effective time management, with the ability to work well under pressure

- An adaptable and flexible approach to work, with practical and pragmatic approach to problem solving
- Good observation skills, with attention to detail

Desirable

- Experience of working with a range of structural materials including wood, metal and plastics
- Basic knowledge of the COSHH regulations and requirements
- Good IT skills including experience with core Microsoft packages.
- Experience in the safe handling of artworks
- Relevant First Aid qualification or willingness to train.
- Willingness to acquire a sound working knowledge of contemporary and traditional art manufacturing processes
- Interest and commitment to the work of Tate
- Museum experience

The requirements listed here are guidelines, not hard and fast rules. You don't have to satisfy every requirement and we welcome candidates who bring transferable skills. Applying gives you the opportunity to be considered.

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](#).

Our Values

- **Open:** we're welcoming, generous-spirited and inquisitive, with an open-source attitude that thrives on collaboration.
- **Bold:** we have the courage of our convictions, we're willing to take imaginative risks: we aren't afraid of failure - so long as we learn from it.
- **Rigorous:** we'll win people's trust if we're accountable for our actions and excellence underpins everything we do.
- **Kind:** we value and respect each other, our partners, and our visitors, striving to make every encounter memorable and enriching.

Benefits

- Birthdays off each year
- 25 days leave per year, rising to 27 (pro rata for part time colleagues).
- A pension scheme with generous employer contributions.
- Life Assurance and Income Protection for DC scheme members.
- 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.
- Free access to other galleries and museums abroad through the International Council of Museums (ICOM) membership

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 19 May 2024 by midnight. Interviews will be held in June.

Where vacancies attract large volumes of applicants, we reserve the right to close this vacancy early. Therefore, if you are interested, please try to submit your application as early as possible.

