



Post: Photographers – The Tate Year 3 Project
Reference: TG2018
Band: 4L
Department: Tate Britain Curatorial
Contract: 11 Months Fixed-term
Hours: Full-time
Reporting to: Senior Curator, Contemporary British Art and Project Producer
Location: Millbank and London-wide

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.

The Tate Year 3 Project

The Tate Year 3 project, led by a globally renowned artist, is one of the most ambitious visual portraits of citizenship ever undertaken, in one of the world's largest and most diverse cities. Explored through the vehicle of the traditional school class photograph, the portrait will capture tens of thousands of London school children aged 7-8 in a milestone year in their development.

The project is a partnership between Tate, Artangel and A New Direction and we are inviting every one of the primary schools across Greater London to participate in the project and be part of the largest group portrait ever made.

Across the academic year, a small core full-time team of Tate photographers will visit primary schools across the capital, champion the project and capture the photography to make up the vast exhibition. The roles are pivotal to one of the most ambitious all-schools London project putting tens of thousands of primary pupils center stage.

These central roles will work directly to the Senior Curator for Contemporary British Art and artist in working to the project brief. They will be part of the small project team orchestrating the bookings and logistics and be the face of the project for schools pan-London.

The position will involve a combination of a high number of school visits each week to animate the project and take class photographs of Year 3 pupils (7-8 year olds) along with image processing and meticulous post-production.

We have a strong network of schools already and this role will need to hit the ground running after a brief induction. Training will be provided for the short introduction sessions that will form part of each school visit. Photographers will not need to have had previous school work experience but will have a passion for communicating their craft and animating groups of children.

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

Purpose of the Job

To provide high quality photography and imaging services and deliver the core objective of bringing the artwork and the project alive for London pupils.

Main Activities/Responsibilities

Photography and Imaging Services

- Carry out daily school visits across 4 academic terms Sept 18 – July 19 of short introduction sessions and class photography.
- Undertake digital processing of photographic images using appropriate software and image management systems, including ibase operations and image retrieval.
- Undertake digital printing and archive images.

Support for Tate's programmes

- Provide photographic and imaging services to support and deliver The Tate Year 3 Project within budget and meeting agreed deadlines.
- Working closely with the Schools Relationship Manager, receive requests and manage workflow through the project booking system.
- Liaise with Tate departments and project partners and with external individuals as appropriate including the artist.

Resource Management

- Manage allocated resources for daily operations according to requirements, including photography equipment and expendables and ensure that these are appropriate and fit for purpose.
- Work autonomously and co-ordinate own daily workload, travel logistics pan-London and resources required.

Standards and Procedures

- Implement the project's Photography Protocols and Health and Safety measures pertaining to the requirements of the job and the sensitivities of working with children.
- Under the direction of the Senior Curator for Contemporary British Art, maintain appropriate standards of quality and technical expertise in all photographic imaging and services.
- Keep informed of current technological developments in the field of photographic imaging and services, contributing to debate and highlighting potential developments with the project team.
- Safeguard all project photography in Tate's care and apply Tate's policy for care of the collections, to ensure that all images are correctly handled and stored.
- Share knowledge and expertise with others across the Project Photography team.

People Management

- Line manage and supervise trainees and casual staff as required.

Teamwork

- Work flexibly as part of the Project Photography team, under the direction of the Project Producer and Schools Relationship Manager. This will include daily external locations and may include work outside normal office hours.
- Contribute to project teams as agreed.

Person Specification

Essential

- Professional qualification, degree or equivalent experience of working in a professional photography environment.
- Demonstrable organisational, time-management and planning skills with the ability to work well under pressure and prioritise workload to meet deadlines.
- Effective interpersonal and excellent communication skills, both oral and written.
- Experience of group photography and portraits.
- Willingness to travel and to work out of hours.
- Proven experience of colour management and current digital photography systems.
- Excellent end-user IT skills, including image processing and collection management database software.
- Experience of using image management and digital imaging applications.
- Able to work accurately, pay attention to detail and apply your judgement with a commitment to quality control.
- Experience of supervising or managing staff or volunteers.
- Ability to work effectively within a large and complex organisation, as part of a team or alone.
- Ability to work collaboratively with a diverse range of colleagues across teams internally and with external partners and contacts, treating all colleagues with dignity and respect.
- An interest in and commitment to the work of Tate.

Desirable

- Experience of working with young people or in a school environment.
- Experience of working in a museum, gallery or other fine art environment.

Summary of Terms and Conditions of Employment

Type of Contract

This appointment is offered on a fixed-term contract of 11 months.

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 4L of the Tate pay scales.

An appointment to this post will be made at the minimum of the band at £25,269 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
- Tate operates a Policy for the protection of children and vulnerable adults. Successful applicants will be subject to a satisfactory Enhanced Disclosure and Barring Service check against the barred list for children. For further information please refer to www.gov.uk/disclosure-barring-service-check/contact-disclosure-and-barring-service
- 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 **1 July 2018 by midnight**.

Interview date: **W/C 9 July 2018**

Our jobs are like our galleries, open to all

