



Job description

Job title	Curator, Public Programmes
Department	Learning
Contract	Permanent
Salary	£30,054 per annum (pro rata of £37,567)
Hours	28.8 hours per week (including out-of-hours work – evenings and weekends in support of programme)
Location	Tate Britain, Millbank & Tate Modern, Bankside
Reporting to	Senior Learning Curator, Public Programmes
Responsible for	Assistant Curator and Co-Ordinator, Public Programmes

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 be responsible for the successful development and delivery of ambitious, inclusive and engaging public programme across Tate Modern, Tate Britain and online, connecting diverse adult audiences with art, artists and ideas in Tate's artistic programme and the broader cultural sphere.

About your team

Learning is a department of 40 colleagues who create opportunities for people of all backgrounds and ages to engage with art in a range of ways, to be inspired, to play, build knowledge, ideas, and skills. We do this through a wide array of creative learning events, resources, and collaborative projects in gallery at Tate Modern, Tate Britain, and online. Teams within Learning include Early Years & Families, Schools & Teachers, Young People's Programmes, Public Programmes, and Partnership & Community who work together to develop a year-round programme of events and activities for audiences, working in close collaboration with colleagues across Tate including Curatorial, Visitor Experience, and Digital teams, and with a broad range of artists, creative practitioners and partner organisations.

We believe that everyone has the right to experience and engage with art. We work to represent the diversity of the communities we are part of in all that we create, and to embed practices of equity, inclusion, and care in everything we do.

This role sits in the Public Programmes team of six members, who are responsible for developing a seasonal programme of free and income generating events including talks & discussions, workshops, performances, and large-scale gallery takeovers which aim to connect adults and intergenerational audiences with historic, modern and contemporary art, artists and ideas in Tate's artistic programme.

This role requires working across both at Tate Modern, Tate Britain and online, and some evening and weekend hours that are managed within the team as Time off in Lieu.

What you will gain

In this role you will be encouraged to contribute your ideas and expertise as part of programme development and delivery with colleagues across Tate.

You will have opportunity to grow and develop your public programming practice and skills through research, cross-Tate and external project collaborations and knowledge exchanges, gaining an insight into the operation of a large-scale arts institution and the role of Public Programmes within it.

What you will do (Main Duties and Responsibilities)

- Lead on research, concept, approach, development and delivery of a relevant and accessible seasonal public programme in consultation with the Senior Learning Curator, Public Programmes

- Bring critical and self-reflective approach to the development of new ideas for events' content and format, investigate new networks and partners to contribute to Public Programmes, aiming to champion under-represented narratives and perspectives
- Contribute to the development of innovative public programme through continuous research into current discourses, attend relevant events and initiatives and exchanging expertise with peers across the wider cultural sector
- Initiate, build and sustain key cross-departmental working relationships with teams including Curatorial, Research, Marketing, Social, Press, Audience Insights and Front of House teams to support programme alignment and successful delivery
- Lead on the development of ambitious programme in collaboration with Tate colleagues and external contributors, artists, academics, creative practitioners, partner organisations and specialists from across disciplines
- Be responsible for the safe and successful delivery, evaluation and documentation of events in line with Tate's systems including events production, Safeguarding and Artist Relationship Management processes
- Draft and manage assigned programme budgets and financial administration ensuring that events meet agreed income targets and are delivered to budget
- Ensure that key communication deadlines are met, write programme copy and promotion material, liaise with colleagues from Marketing, Social, Audiences, Membership and Ticketing teams to support the effective communication of the programme to diverse audiences
- Ensure complete evaluation of programme activity, including event debriefs and compiling of post-event reports to meet funder requirements and to inform the work of the team
- Line manage Assistant Curators and Co-ordinators taking a leadership role in project teams and supporting professional development of junior colleagues in their role
- Embed practices of care, inclusion and anti-racism into all your work including programming and content development processes to ensure safe and equitable experiences for colleagues, audiences and programme contributors

What you will bring to the team

- Substantial and proven experience of devising, implementing and managing the delivery and evaluation of large-scale public programmes for diverse adult audiences in arts organisation or cultural institution settings
- An interest in contemporary culture and excellent knowledge of current debates around public programming practices across the sector, as well as an understanding of the issues involved in staging large scale learning events in the context of a public institution
- Knowledge and proven experience of an area of either historic, modern and contemporary British or international art and culture
- Demonstrable experience of establishing and managing collaborations and relationships with multiple stakeholders including artists, academics, creative practitioners, galleries and other cultural organisations as part of a public programme

- Substantial staff management experience and understanding of the systems and processes involved around line-management, recruitment and professional development of junior staff
- Experience of drafting and managing project budgets, monitoring income and expenditure as part of working with income generating programme and meeting set targets
- Demonstrable experience of event production and safeguarding procedures
- Excellent organisational skills including demonstrable ability to plan and deliver multiple projects simultaneously to a high standard, tight deadlines and budget with great attention to detail underpinned by a problem-solving approach to work.
- Experience of creating an inclusive and respectful culture within a team and applying the principles of diversity and inclusion in building and maintaining relationships with colleagues, advocates, programme contributors and partners
- The ability to manage own time and prioritise workload successfully, working effectively under pressure and to tight deadlines.
- Excellent communication, public speaking and inter-personal skills, communicating and presenting ideas sensitively and effectively at all levels, internally and with external contacts and audiences.

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
- Blended Working policy
- 25 days leave per year, (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 17 April 2024 by midnight.

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.

