



Post: Fellow in Contemporary Art Conservation and Research
Reference: TG1920
Band: 3L
Department: Conservation
Contract: Fixed-term, 3 years
Hours: Full-time
Reporting to: Conservation Manager, Time-Based Media
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.

Collection Care

Collection Care's mission is to manage, preserve and enable access to Tate's collections in both physical and digital format. The division carries out Tate's legal responsibilities for the care of its collections, for the benefit of the public, now and in the future. Its operations embrace the management and care of Tate's art, archive and library collections and the facilitation of Tate's programmes of acquisitions, exhibitions, displays, loans and international touring. Collection Care comprises three departments: Collection Management, Conservation and Library, Archive & Collections Access.

Conservation

The Conservation department brings excellence and innovation to the care of Tate's collections, preventing damage and deterioration and ensuring that the objects in its care are available for future generations to enjoy. The department provides specialist conservation services to support the programme across Tate and the long-term care of the collection. The areas include: Paintings, Frames and Workshop; Sculpture and Installation; Paper and Photographs; Time-based Media; Conservation Science and Preventive Conservation.

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.

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

Fellowship Description

This fellowship will provide a candidate with an established practice in contemporary art conservation (or related conservation field such as digital preservation) a remarkable career opportunity to join one of the leading conservation teams in the museum world. The fellow will develop in-depth knowledge of time-based media conservation in a large institution and the varied skills needed to support an extensive programme of acquisitions, exhibitions and displays.

Over 36 months, the Conservation Fellow will be based within the conservation team delivering a world class research project, 'Reshaping the Collectible: When Artworks Live in the Museum' focussed on the conservation and management of time-based media works of art working in close liaison with the Project Lead and Project Manager. They will work directly on the case studies and also support other staff in the team so they can also contribute to the research. This fellowship therefore offers both a research and training opportunity as the successful candidate will develop skills and expertise in the conservation of time-based media works of art as well contribute to the delivery of the research.

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

Purpose of the Job

To undertake research associated with conservation for the project 'Reshaping the Collectible: When Artworks Live in the Museum' and support the work of the conservation department.

Main Activities/Responsibilities

- Undertake research on the conservation of the case studies for the project to establish and document the nature of the artwork, what is important to preserve, its vulnerabilities and associated risks.
- Understand the wider networks on which the artwork is dependent and work with the project team to implement methodologies developed to document and understand these networks.
- Work with the project team to implement and test the findings of the project.
- Support members of the conservation team to input effectively into the research.
- Develop advanced skills in time-based media conservation for processes such as collection care, acquisition, loan, exhibition and display through work-based learning, working as part of the time-based media conservation team.
- Develop knowledge of documentation systems and processes for time-based media works of art.

- Support the communication and dissemination of the project 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 writing for professional and peer reviewed journals and newsletters.
- Share knowledge and expertise developed in relation to the research with others across the Conservation department and Collection Care Division.
- Actively participate in the implementation team to ensure the delivery of the research project in close liaison with the Project Lead and the Project Manager including; delivering agreed outputs, meeting deadlines, contributing to meetings and dissemination, engaging with the wider research, championing the work being carried out internally and externally.

Person Specification

Essential

- Professional qualification in conservation or equivalent experience.
- Experience working in the conservation of contemporary art.
- Demonstrable experience of delivering high quality research, communicating research findings, engaging in both academic and practice-based research and translating research into practice.
- Ability to undertake assessment, treatment and documentation of contemporary artworks for storage, transport and display.
- Demonstrable ability to conserve contemporary artworks to a high standard.
- Knowledge and understanding of the ethics and reasoning behind treatment choices.
- Effective problem-solving skills.
- Well-developed communication and interpersonal skills, oral and written, with the ability to communicate to colleagues with and without a background in conservation.
- Good organisational, time-management and planning skills with the ability to work well under pressure and to tight deadlines.
- Ability to work effectively within a large and complex organisation, as part of a team or alone.
- Ability to work collaboratively within a diverse team and treat all colleagues with dignity and respect.
- Good end-user IT skills, including image processing and collection management database software.
- Practical knowledge and experience working with Health and Safety regulations and COSHH.
- An interest in and commitment to the work of Tate.

Desirable

- Record of publishing in peer-reviewed journals or in professional publications.
- Experience of time-based media conservation
- Experience of digital preservation
- Doctorate

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 **Tuesday, 17 April 2018**.

Our jobs are like our galleries, open to all

