



Job description

Job title	Paintings Conservator
Department	Conservation
Contract	1 x fixed-term (12 months) part-time (0.8 FTE) - Tate Britain programme area 1 x fixed-term (12 months) part-time (0.6 FTE with additional hours taking the post to 1 FTE for the first 6 months) - Tate Liverpool/Loans programme area 1 x fixed-term (6 months) part-time (0.6 FTE) - Tate Modern programme area
Salary	£38,394 per annum (prorated accordingly to hours worked per week)
Hours	28.8 hours per week (0.8 FTE), 21.6 hours per week (0.6 FTE) or 36 hours per week (1 FTE – first six months of the Tate Liverpool/Loans team contract)
Location	Southwark and Millbank, London
Reporting to	Conservation Manager, Paintings, Frames & Workshop

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 one of three new Paintings Conservators within the Paintings, Frames & Workshop team, providing support and expertise across Tate's programmes. Day-to-day, you will work closely with colleagues in the Paintings, Frames & Workshop Conservation teams to prepare large groups of paintings for exhibition & displays and loan. You will undertake condition assessments and conservation treatments, and provide advice for loans, acquisitions, storage, packing and installation.

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 Exhibitions and Displays, Loans, Acquisitions and International Partnerships.

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. Separate to your roles, there will be two major projects in paintings conservation on-going throughout the duration of your fixed term contracts which may be of interest.

What you will do (Main Duties and Responsibilities)

You will provide support and expertise for the Tate's programme of Exhibitions & Displays and Loans, which may incorporate acquisitions. You may also work flexibly across other programme areas as required. You will care for and treat paintings, and contribute to the development of strategies, procedures and workflows for the preservation of paintings in Tate's collection.

Support for Tate's Programmes

- Your primary focus will be to support your dedicated area of Tate's programme of exhibitions & displays and loans providing advice and recommendations on all aspects of care and use of the collection. You may also be called on to support other programme areas if needed.

- Co-ordinate Tate's programme projects; organise/deliver conservation input on time and within budget, including providing accurate time and cost estimates for your activities.
- Undertake condition checks, preparation, treatments and associated activity in support of the Tate's programme. This may include undertaking courier activity to oversee transport and installation of art works at non-Tate sites.

Technical Examination, Research, Treatment and Documentation of Paintings

- Assess and analyse the structure and condition of paintings, using a broad range of specialist techniques.
- Apply conservation procedures to formulate treatments ensuring high standards of preservation and presentation.
- Assist in the preparation, treatment and documentation of paintings in Tate's collection and care for display, loan or storage.
- Carry out and present investigations into artists' techniques, production methods and conservation.

Collections Care Activity

- Active involvement in the design, development and implementation of long-term collection care procedures, including packing, transport, storage, display and installation.
- Liaise with Frame Conservation, Conservation Workshop Technicians and Art Handling Technicians to ensure works are safely packed and installed.
- Support studio activity and implement Health & Safety measures.

Public and Professional Activities

- Keep up to date on current thinking and best practice within Paintings Conservation through Continuing Professional Development.
- Share knowledge and expertise within the Conservation department.
- Liaise with external colleagues to ensure Tate is at the forefront of setting international standards for the conservation profession and collections care.
- Contribute to raising the national and international profile of conservation at Tate.
- Support learning activities and initiatives; contribute to lectures, tours and publications.

What you will bring to the team

- An interest in and commitment to the work of Tate.
- Professional qualification in Paintings Conservation.
- An understanding of a broad range of conservation methods to formulate appropriate treatments with full consideration of practical and ethical issues.
- Demonstrable analytical and problem-solving skills where complex conservation challenges arise.
- Experience assessing condition and preparing paintings for loans, exhibitions and displays. This should include providing accurate time and cost estimates as well as advising on the packing, storage, transport and installation of paintings.
- Experience documenting and conserving a wide range of paintings to a high standard.
- Effective interpersonal and communication skills, both oral and written.
- Demonstrable organisational, time-management and planning skills with the ability to work well under pressure and prioritise workload to meet deadlines.

- Ability to work effectively and collaboratively within a large and complex organisation, as part of a team, co-lead or alone.
- Willingness to undertake courier trips in the UK and internationally.
- Ideally some museum or gallery experience
- Good end-user IT skills, including image processing and database software to document artworks.
- An understanding of the principles of equality and diversity in relation to learning and the ability to apply and promote these in everything you do at work.

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 13 February 2025 by noon. Interviews will be held in February 2025.

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.

