

Job description

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| Job title | Research Convenor, Programmes & Publications |
| Department | Research and Interpretation |
| Contract | Fixed Term (Parental Cover until May 2026) |
| Salary | £44,094 per annum |
| Hours | Full-time, 36 hours per week |
| Location | Bankside and Millbank |
| Reporting to | Director of Research and Interpretation |
| Responsible for | (a) Managing Editor: Digital, (b) Special Projects Researchers |

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

To be the lead for strategic implementation across Development and Dissemination in Research. Responsible for managing the Research Dissemination team while overseeing Research Managers to develop research vehicles that facilitate activity in line with the Research strategy.

About your team

The Research & Interpretation Division aims to enrich the knowledge ecology at Tate. We inspire new ways of engaging with art. In doing so, we take an inclusive approach to exploring Tate's collection, through interpretation, mediation and engagement. Our work draws upon wider contemporary debates in visual culture. We do this by supporting artists and research partners to produce a programme of activities, resources, publications and events. We aim to extend specialist knowledge while broadening public understanding. Our work reflects the diversity of artistic and cultural practices among the communities of which we form a part.

Through the Research Strategy, we develop and disseminate the latest thinking about art practice together with the activity that supports it.

We currently highlight four main strategic strands:

- Learning
- Organizational practices
- Curatorial analysis
- Collections Care

You can find out more about the current Research Strategy here:

<https://www.tate.org.uk/research/strategy>

The activities in the Research & Interpretation Division are developed by dedicated teams holding a deep understanding of art and its social relevance. Our research provides insight into art and ideas.

Research & Interpretation is a Division of 16 people (14fte). We work with a wide range of partnerships alongside collaborators. We are made up of two teams, working alongside one another, dedicated to supporting a range of audiences. The Interpretation teams work across Tate Modern and Tate Britain. Research extends across all sites.

Research: Dissemination and Development

The Research Team offers a wide range of services to support the growing research community across Tate. Academic partners, funders and supporters are viewed as key

stakeholders. They enhance the research environment at Tate, while expediting the delivery of research outputs. The outputs delivered by our partners and collaborators include: talks; courses; workshops; conferences and symposia; as well as special projects on diverse aspects of art and visual culture. The Research Team works broadly across two areas: (a) Research Dissemination (including Research Publishing); (b) Research Development.

Research Dissemination holds the transmission of knowledge at its core. We create opportunities where art specialists and students can engage our publics to enable the transmission of ideas. Research Dissemination takes a critical and rigorous approach to developing content, such as online publishing. Through all its outputs, the Research Dissemination Team aims to remain relevant to a range of social, cultural, historical and broader lived experiences. It champions difference by ensuring that partnerships, collaborators and contributors can engage all our audiences.

The Research Dissemination Team works alongside the Research Development team. Together they form a Research Hub working closely with a wide network of teams to support the production of research at Tate.

Research Development works with academic partners, students and collaborators to generate a range of production routes for research. These include,

- Collaborative Doctoral Programme - supporting the formulation of doctoral level inquiries, through a doctoral training programme;
- Fellowships - delivering individual research engagement in a professional setting beyond a doctoral framework;
- Projects - enabling the investigation of complex research questions through a team-based approach;
- Networks and Centres - facilitating wide-ranging long-term programmes of inter-related research activity.

Convenor: Research

As part of the new structured approach to implementation of the Research Strategy, we engage teams across Tate to define a series of evolving, innovative and inclusive Research Plans. These respond to the shifting contexts of museums, audiences and the world today.

The Research Convenor is the lead for strategic implementation across Development and Dissemination in Research. The Convenor supports the Director: Research & Interpretation in decision-making across both areas. This includes oversight of the Dissemination Team's delivery aims, for which the Research Editors hold day-to-day responsibility. Alongside this, the Convenor has responsibility for ensuring that policy implementation, across Research, remains in line with our strategic goals.

The role will work closely with the Director of Research and Interpretation in setting the strategic direction for Dissemination and Development in Research.

The Research Convenor will lead on development and planning of research aims and objectives, across both Development and Dissemination teams. This will be done in consultation with the Director of Research and Interpretation.

The role is part of the Research & Interpretation Senior Management Team, working closely to deliver the Division's five-year strategy. The Convenor is responsible for developing excellent relationships with senior colleagues across Tate alongside external partners, together with networks across the cultural sector, nationally and internationally.

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 (Main Duties and Responsibilities)

Strategic lead for Research

- Work with the Director of Research and Interpretation to review policy and implement the Research strategy.
- Work with the Director of Research and Interpretation to organise the team structure in order to enact the strategy.
- Ensure processes, practices and evaluation are in place to deliver the strategy while supporting a high-quality, innovative, programme.
- Oversee the planning of the Research Dissemination team's work and schedules, ensuring reflection, research and evaluation are built into team processes.
- Oversee the planning of the Research Development team's work and schedules, ensuring reflection, research and evaluation are built into team processes.
- Work with the Director of Research and Interpretation to review planning processes.
- Ensure the effective communication of Research Dissemination and Research Development plans with key stakeholders including Curatorial, Membership, Marketing, Digital, Press.
- Review and maintain up to date knowledge of policies, procedures and evolving practices related to research content, working with contributors, and inclusive events practices.
- Consult the Director of Research and Interpretation in escalating risks and priorities where required.
- Build research partnerships.
- Support the Director of Research and Interpretation in setting financial priorities for research.

Influence, practice sharing and cross-departmental working

- Build and sustain relationships with key internal stakeholders, including Curatorial, Marketing, Membership, Publishing, Press, and Digital to support effective cross-departmental working.
- Develop new spaces and opportunities to platform practices that contribute to the development of research across Tate.
- Collaborate with Divisional leads to strategically plan research initiatives.
- Establish and develop networks of external partners, contributors and speakers to support innovative and progressive activity.

- Contribute to sector-wide research dialogues to enhance the visibility and impact of Tate Research across the cultural sector, nationally and internationally.

Team leadership

- Manage the Research Dissemination team, including overseeing all recruitment and HR processes.
- Overseeing the Research Dissemination team budget and income targets (where relevant). Reviewing plans to ensure that activity is delivered on budget.
- Develop the knowledge, expertise and confidence of the Research Dissemination team through skills development, identifying ongoing provision of appropriate learning opportunities.
- Oversee all recruitment and HR processes across the Research Development team.
- Maintain oversight of Dissemination and Development common interests by leading Research Team Meetings.
- Retain oversight of the Research Managers' budgets and income targets. Reviewing plans and budgets to ensure that strategic as well as financial aims are met.
- Attend Research and Interpretation Senior Management Team meetings.
- Ensure information is shared across the Division so it is kept up-to-date on developments.
- Attend Divisional meetings. Supporting the Director, in setting the agenda for Research -related discussions and presentations.

What you will bring to the team

Research Dissemination

- Extensive experience of research publishing alongside awareness of emergent approaches to research dissemination.
- Experience of managing and developing a research publishing team. Ability to work with others to achieve results.
- Experience of working in a museum setting with informed awareness of the significance of research publishing and dissemination within it.
- Excellent knowledge of existing research publishing practices as well as current debates focusing on visual arts.
- Excellent writing and editorial skills.

Research Development

- Experience of research development alongside awareness of emergent issues within visual arts research.
- Demonstrable working knowledge of research planning, particularly at developmental stages.
- Demonstrable working knowledge of research ethics and governance, particularly in an institutional setting.
- Demonstrable working knowledge of research practices within a range of contexts.
- Demonstrable working knowledge of research environments within museums.

- Demonstrable working knowledge of how to respond to research findings.
- Demonstrable working knowledge of relevant approaches to data storage.
- Demonstrable working knowledge of research finance.

Managerial

- Demonstrable working knowledge of how to set priorities within a strategic plan.
- Understanding ways of using an evaluation framework.
- A proactive approach to promoting equality, diversity and inclusion, in all areas of work.
- Excellent interpersonal skills with the ability to manage situations effectively with colleagues and external partners at all levels.
- Experience of presenting, sharing knowledge and articulating practices with a range of audiences.
- Demonstrable working knowledge of budget management and demonstrable experience of having successfully managed budgets.
- The ability to make an effective contribution to a senior management team and influence strategic decision making.
- Knowledge and proven experience of an area of either historic, modern or contemporary art.
- A Masters degree in art or a related subject or demonstrable equivalent knowledge and understanding gained through experience.
- An interest in and commitment to the work of Tate.

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 after three years.
- 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.
- 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 20 May 2025 by midnight. Interviews will be held on week commencing 9 June 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.

