



Job description

Job title	Junior Photographer
Department	Collection Management
Contract	18-month fixed term contract
Salary	£28,864 per annum
Hours	Full time, 36 hours per week
Location	Tate Britain and Tate Modern, with travel to regional sites
Reporting to	Photographer

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

Would you like the opportunity to develop your photographic practice whilst working with an exciting range of subjects in a truly unique environment? Junior Photographers support the work of the Photography & Imaging team, gaining insight and experience in the specialism of cultural heritage photography.

About your team

Tate Photographers are responsible for providing the highest quality of photography and imaging services across Tate, working within the Collection Care Division and more widely with Curatorial, Communications, Development, Digital, Audiences, Learning and Tate Enterprises. Working in the studio and on location we respond flexibly and creatively to briefs, bringing excellence and innovation to a collaborative and supportive team. Tate Photography also manages and preserves the varied assets it creates, making images accessible to all through diligent administration of our DAMS.

The Collection Management department is responsible for the inventory of all works of art in the collection, the logistical, legal, practical and technical aspects of looking after, moving, recording and installing the works of art in Tate's care and for facilitating the delivery of Tate's programmes. Comprising of the Art Handling, Registrars and Photography teams, we work together closely and are responsible for managing Tate's storage facilities.

What you will gain

This role presents an opportunity to develop your photographic practice whilst working with an exciting range of subjects in a truly unique environment. You'll learn about the principles of cultural heritage photography, as well as more general Collections best practise whilst being guided to improve your technical skills, and encouraged to explore your own creativity.

What you will do (Main Duties and Responsibilities)

- Photograph and visually record works on paper in Tate's Collection, including its Library and Archive Collections. Support and contribute to photography and visual documentation of other works of art in Tate's Collection.
- Assist Photographers with standard Conservation Imaging.
- Support and carry out documentation of a variety of non-collection subjects to produce architectural, archival, communications, editorial and commercial imagery.
- Responsible for editing, processing and maintaining master files in a colour managed, non-destructive workflow.
- Digitise and upload Photography & Imaging's analogue archive.
- Upload and retrieve images to/from the Digital Asset Management System (DAMS). Receive and upload supplied images, raising any concerns with the Photography & Imaging Manager and/or curators where appropriate. Maintain accuracy of DAMS, supporting the Photography & Imaging Team with changes and audits.
- Co-ordinate workload and resources required using shared calendar to book equipment and/or studio time. Responsible for regular cleaning of equipment and studio maintenance, reporting any concerns or faults.
- Implement Health and Safety measures pertaining to the requirements of the job and safeguard works of art in Tate's care, applying Tate's policy for care of the collections.

What you will bring to the team

- Photographic qualification (degree or equivalent) or comparable experience of working in a professional photography environment.
- Competent user of professional digital imaging software applications such as Photoshop, Camera RAW, Lightroom, Bridge, Phocus, Capture One. An understanding of file types, formats, editing methods and their suitability across outputs.
- Proven ability to consistently follow procedures, paying meticulous attention to detail in order to produce work that meets expected standards, with a willingness to learn best practice for cultural heritage photography.
- Demonstrable organisational and time-management skills with the ability to prioritise workload to meet deadlines.
- Ability to work collaboratively with a diverse range of colleagues, using clear, effective communication and championing diversity and inclusion.
- A 'can-do' attitude, seeing challenges as an opportunity for development and collaboration. Using your initiative to solve issues and seeking assistance when appropriate.
- Willingness to work flexibly between locations, and to travel or work out of hours where required.
- Champion principles of diversity and inclusion, 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.

Employee 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
- 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 4987. 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 21 July 2026 by midnight. The date for interviews will be confirmed with successful applicants shortly after the closing date.

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.

