



## Job description

Job title	Conservation Scientist, RICHeS
Department	Conservation
Contract	Fixed term contract for 5 years
Salary	£39,307 per annum
Hours	Full time, 36 hours per week
Location	Tate Britain, Millbank, London
Reporting to	Principal Conservation Scientist, Conservation Science and Preventive Conservation
Responsible for	Supporting the embedding and ongoing provision of the RICHeS heritage science programme at Tate

## 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](http://www.tate.org.uk).

## About the role

Tate was awarded two infrastructure project grants in 2024 through the Research Infrastructure for Conservation and Heritage Science (RICHeS) initiative entitled *Accessing Modern and Contemporary Art Materials Research* and *Establishing Tate's Conservation and Heritage Science Archive*. The (two) RICHeS Conservation Scientist roles were awarded to support the embedding and ongoing provision of the RICHeS programme at Tate for a minimum period of 5 years from April 1st, 2026.

The RICHeS Conservation Scientist will support ongoing activities, developing scientific research and analytical expertise in modern and contemporary art materials, respond to internal scientific support requests, support the cataloguing and sharing of Tate's scientific and conservation research data and collections; and co-deliver on access pathways and requests from external users. Access to Tate's research resources will also support the development and population of the UKRI's Heritage Science Data Service. This role is key to addressing the changing nature of Tate's collection and our longer-term ambition of developing a modern and contemporary art research hub and is based within the conservation science and preventive conservation team.

## About your team

The Conservation Science and Preventive Conservation (CSPC) team consists of a team of nine – the principal conservation scientist, three other conservation scientists and four preventive conservators, with post-doctoral research fellows, contractors and post-graduates, who together provide support across Tate sites, conservation, collection care, research, and all programme areas, thus forming extensive collaborative networks with colleagues and becoming embedded into every aspect of Tate's work. This is one of two roles funded through the RICHeS project, and is supported by the Head of Conservation, Principal Conservation Scientist, Conservation Scientists, Conservation Managers, Technology specialists and Administrators.

The Conservation department provides specialist conservation services to support the programme and care for Tate's Collection and sits within the Collection Care division. Specialist areas include Time-based media, Paintings, Frames and Workshop, Sculpture and Installation Art, Paper and Photographs and Conservation Science and Preventive Conservation. The department is led by the Head of Conservation - 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 small, dynamic team within the Conservation department, you will be encouraged to contribute your ideas, realise your

potential, learn new skills and knowledge and help shape new ways of working for Tate and the Heritage Science field within the United Kingdom.

### **What you will do** (Main Duties and Responsibilities)

- Work with other Conservation Science team members to support and deliver external access requests from colleagues through the RICHeS platform and directly to Tate including sampling, analysis, report writing and archiving of information and data.
- Develop expertise in (some) key analytical equipment such as GCMS, infrared imaging, infrared spectroscopy, raman spectroscopy, microfading, and others as required.
- Develop and improve analytical protocols and maintain equipment user guides, data libraries and scientific expertise, including training other team members where relevant.
- Carry out scientific support with the Conservation Science team to fulfil requests from Tate's Conservation department.
- Develop, support and contribute to research into art materials and collection care practice at Tate.
- Help to co-ordinate and support safe access to the collection, relevant documentation, and analytical support or interpretation, for external researchers working with the department as required as well as off-site where required.
- Contribute positively to a working culture that supports and enables colleagues to achieve agreed objectives.
- Support information organisation and entry into The Museums System and other platforms to contribute to Tate's Conservation and Heritage Science Archive.
- Provide agreed data, evidence and information to RICHeS platforms such as the Heritage Science Data Service (HSDS).
- Represent Tate at RICHeS and other relevant events as well as contributing to tours, dissemination, publication and other impact activities.

### **What you will bring to the team**

- First degree in a physical science or conservation.
- PhD in conservation science, heritage science, technical art history or a physical science or equivalent heritage science experience.
- Minimum of three publications (lead/co-authored) which demonstrate autonomous and original research, preferably related to conservation or heritage science.
- Expertise in using in at least one of the following forms of instrumentation: gas-chromatography, FTIR spectroscopy, Raman spectroscopy, high resolution digital microscopy; or equivalent experience using other techniques related to polymer science or modern and contemporary works of art.
- Understanding of issues around sampling, analysis and evaluating the conservation treatment of works of art, including non-destructive and portable instrumental methods.
- Understanding and interest in challenges around the archiving of Heritage Science data.
- Good IT skills, data management skills, and experience of specialist software.
- Demonstrable organisational, time-management and planning skills with the ability to work well under pressure and prioritise workload to meet deadlines.
- Effective interpersonal and communication skills, with the ability to collaborate and participate effectively in networks internally and externally.

- Ability to work effectively within a large and complex organisation, as part of a team or alone.
- Ability and willingness to travel and to attend out of hours events, as required, to meet Tate's objectives.
- 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, and partners.
- 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.

## 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/](http://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 11 February 2026 by midnight. Interviews will be held on Wednesday 24<sup>th</sup> and Thursday 25<sup>th</sup> February 2026.

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.

