



## Job description

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| Job title    | Assistant Preventive Conservator   |
| Department   | Conservation   |
| Contract     | Fixed term, to end March 2027  |
| Salary       | £31,527 per annum  |
| Hours        | Full time, 36 hours per week   |
| Location     | London   |
| Reporting to | Preventive Conservator,<br><i>Conservation Science and Preventive Conservation</i> |

## 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

The assistant preventive conservator role provides support for Tate's preventive conservation programme, with a focus on ongoing activities at Tate Britain and Tate Modern, providing support for Tate Stores, as well as Tate's extensive exhibition, display, and loans Programmes. This role will have a particular focus on Integrated Pest Management (IPM) at Tate Britain and Tate Modern, while also supporting environmental monitoring and data processing. The role will also collaborate in collection care activities, contributing to the development of strategies, procedures and workflows for the preservation of the Collection.

## About your team

The Conservation Science and Preventive Conservation (CSPC) team consists of a core team of three scientists and two preventive conservators, with two fixed-term colleagues, contractors, and doctoral candidates, who together provide support across all Tate sites, conservation, collection care, research, and all programme areas; thus forming extensive collaborative networks with colleagues and are embedded into every aspect of Tate's work.

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 team, you will be encouraged to contribute your ideas, realise your potential, learn new skills and knowledge as well as gaining experience working within a dynamic team and environment.

## What you will do

### Collections Care and Preventive Conservation Activity

- Support the ongoing IPM (Integrated Pest Management) programme at Tate Modern and Tate Britain.
- Assist with Integrated Pest Management across Tate sites.
- Support environmental monitoring including temperature, relative humidity, light and pollutants (where required) across Tate's sites.
- Assist with comparative data analysis of environmental monitoring and building management data and report writing.
- Assist with providing environmental data as required for loans.
- Support risk analysis and mitigation within Collections Care.
- Contribute to Tate's Sustainability agenda and increased energy efficiency.
- Support the design and implementation of medium- and long-term collection care guidance and procedures.
- Support the development of emergency plans.
- Support section activity, including awareness and compliance with Health & Safety measures.

### **Support for Tate's Programmes**

- Contribute to Tate's ongoing IPM monitoring programme at TM and TB, contributing to advice on all aspects of care and use of the collection.
- Assist in providing environmental data to support Tate's display, exhibition and loans programmes as required.
- Contribute to related projects, organising and delivering preventive conservation input collaboratively and on time.
- Working with other members of the Preventive Conservation team to provide recommendations for the safe transport, handling, installation, and display of works of art for Tate sites and loans as required.

### **Support and Training**

- Work collaboratively with colleagues in Preventive Conservation and Conservation more widely and across Tate to ensure a consistent service.
- Contribute as requested to related programmes of training and development for Tate staff, interns and others as required.
- Contribute positively to a working culture that supports and enables colleagues to achieve agreed objectives.

### **Public and Professional Activities**

- Keep up to date on best practice within specialist conservation area 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**

- Professional qualification in Preventive Conservation or equivalent experience.
- Experience with Integrated Pest Management (IPM) programmes.
- Experience of environmental monitoring systems and building management systems for stored collections.
- Experience of data analysis, risk assessment and report writing.
- Good end-user IT skills including data processing.
- Analytical and problem-solving skills where conservation challenges arise.
- Effective interpersonal and communication skills and the ability to collaborate with internal and external colleagues.
- Organisational, time-management and planning skills with the ability to work well under pressure and prioritise workload to meet deadlines.
- Ability to work effectively within a large and complex organisation, as a part of a team or alone.
- Ability and willingness to travel and to attend out of hours functions, as required, to meet Tate's objectives.
- Champion principles of diversity and inclusion and the ability to apply and promote these in everything you do at work.
- 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
- 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/](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 16 July 2025 by midnight. Interviews will be held on week commencing 28 July.

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.



