



Job description

Job title	Senior Employee Relations Lead
Department	People Team
Contract	Permanent
Salary	£60,000-£61,200 (depending on experience) per annum
Hours	Full-time, 36 hours per week
Location	Tate Britain, Millbank, London
Reporting to	Director of People

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

Are you ready to lead and drive impactful change in employee relations?

Tate is seeking an experienced and passionate Senior Employee Relations Lead to take charge of our UK employee relations landscape while overseeing employee relations policies and procedures, fostering a positive workplace for our talented people.

This is a great opportunity for someone who wants to help us develop our Employee Relations infrastructure, putting in place the necessary governance, process and structures within Tate and really make a difference to the organisation.

In this role you will own, lead and deliver all employee relations cases across our sites in the UK, working in conjunction with your Business Partner colleagues.

Utilising data and trend analysis, you will facilitate programs and initiatives that aim to continuously improve the employee relations service to internal stakeholders.

Reporting into the Director of People, you will collaborate with cross-functional teams to ensure alignment with HR practices, compliance, and labour laws whilst staying up-to-date with industry trends and best practices in employee relations and apply them to our organisation.

**This role is being advertised as 5 day (36 hours each week) however applications from suitably experienced candidates to work 4 days (28.8 hours each week) will also be considered. Please state your preference when applying.*

About your team

The People Advisory team comprises of 3 Senior Business Partners, 3 Junior business Partners, 3 People Officers, 5 People Assistants and a People Resources and Compliance Manager. The People Team support Tate's 4 Galleries (Tate Modern, Tate Britain, Tate Liverpool, Tate St Ives) and associated sites across the UK.

We are based in Pimlico, just behind Tate Britain, with occasional travel to our other sites. We support hybrid working, with a minimum requirement of 2 days on site (more onsite time may be required to facilitate the induction period, and during the first 6 months of joining).

What you will gain

If you possess a wealth of experience and passion for Employee Relations, coupled with an innovative, multi-sector perspective and a penchant for leveraging data to enact influential change... your next career move awaits.

Read on and apply to be part of something amazing.

What you will do (Main Duties and Responsibilities)

- Proactively monitor the UK employee relations and industrial relations landscape and report to senior management in the People function with recommendations / proposals on actions or initiatives.
- Work collaboratively with all stakeholders and in particular with the Senior Business Partners and Junior Business Partners, to ensure timely input, active consultation and alignment on approach; to identify any required differences, etc.
- Manage caseload for resources and workflow to ensure quality and timely delivery, whilst maintaining strong team health and high levels of stakeholder engagement.
- Support and own large or small programmes of change work e.g., collective consultation, etc.

- Actively own certain aspects of casework, typically where cases are particularly complex and/or at very senior levels.
- Provide case support to the Business Partners, ensuring the team handles case work consistently and to a high standard.
- Represent the People Advisory team at divisional meetings with trade union representatives.
- Ensure learnings are collated and shared amongst the Business Partners to ensure casework drives learning and a feedback loop.
- Utilise employee data and trend analysis to educate and work in partnership with own teams and other stakeholders (e.g. Advisory Team, HRSLT, Divisional SLT etc)
- Simplify complexity; able to articulate complex, technical concepts in a way that customers, and related users, can follow and understand.
- Be confident having dialogue with external parties where appropriate (e.g. service providers, authorities).
- Develop employment policy/process ensuring compliance with legislation and best practice.
- Manage the legal budget and keep commitment log updated with legal spend
- Raise PO's and ensure invoices are paid in a timely manner
- Develop and deliver programs and initiatives which continuously develop and build line manager and People team capability on all things employee relations.
- Lead on Projects identified.
- Other reasonable management requests.

What you will bring to the team

Essential

- Solid experience of employee relations spanning a variety of sectors within the UK, e.g. Retail, Technology, Civil Service, Technology, Third sector.
- Strong knowledge of UK employment legislation and experience applying this.
- Proven experience of owning and dealing with complex employee relations and change management.
- Strong commercial awareness; you will be comfortable navigating & reducing risk, providing effective employment relations-based business solutions that support operational outcomes.
- Experience working within a unionised environment.
- Ability to think strategically and focus on the most important issues. Your critical thinking will ensure HR strategies and plans align with overall business objectives and drive positive change in the organisation.
- Demonstrate working and communicating directly with people at all levels.
- A relationship builder with the credibility to take the lead and challenge or influence people's thinking.
- Strong use of data insight and the ability to leverage HR analytics to make better decisions and drive change.
- Demonstrable experience designing and improving ER governance, policy and process.

- 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/donors.
- Strong project management experience, taking ownership of a project from planning through to execution.
- An interest in and commitment to the work of Tate.

Desirable:

- CIPD, or similar, professional Employment Law qualification is preferred.
- Strong leadership skills with team management experience.
- Strong Industrial relations experience desirable.

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
- 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 21 September 2025 by midnight. Interviews will be held in September 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.

