Job Description

Job Title	Project and Engineering Manager
Department	Digital
Contract	Permanent
Salary	£48,846.72 per annum
Hours	Full-time, 36 hours per week
Location	Tate Britain, Millbank, London and Tate Modern, Bankside, London, with occasional travel to Liverpool and St Ives
Reporting to	Head of Digital Product and Engineering
Responsible for	Web Developers (2.5 FTE), Junior Web Developer (1 FTE)

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.

About the role

A meticulous, organised, technically confident Digital professional, you'll take the lead on shaping and delivering the work to be done by our in-house team of developers. Our product managers may be responsible for specifying requirements and defining the tasks,

but it's your team that actually builds our digital products. You'll own the development workflow from sprint planning to release into production and beyond, keeping everything on track and holding your team accountable for delivering quality work on time and to budget.

Beyond the BAU development work you manage within your team, you'll also play a leading role in the delivery of larger ad-hoc digital projects. Often funded by external donors, these are often high-profile, complex, or run against very tight timelines, and there can be considerable pressure to get them right. As such, you'll be a first-rate project manager, able to balance competing timelines and priorities with ease, act as a bridge between business stakeholders and technical teams, make sure that we deliver consistently across our entire programme of work.

About your team

Tate Digital champions art and artists by creating accessible and diverse online experiences in
ways that are open, bold, rigorous, and kind.

Every month millions of people engage with Tate's digital products and channels, and the Digital department is responsible for Tate's Digital and Innovation strategy which aims to ensure Tate remains a leading digital presence in the art world and beyond.

The department is made up of four audience-first teams: Product, Content, Commercial Systems and Ecommerce, working across Tate and its subsidiaries. The Product team manages
the ongoing development of tate.org.uk, improving accessibility, engagement with the collection and overall user experience with a focus on onward journeys to tickets, shop, Membership and the galleries. The Content team creates rich content about art in our collection or exhibition programme to help reach new, broad, and more diverse audiences, especially those who are new to art. Commercial Systems and Ecommerce champion engagement of art through our trading activities, developing the commercial systems architecture, Tate's single customer view and our ecommerce website.

The department operates across the organisation, realising objectives from numerous departments and balancing these against visitor and business needs.

What you will gain

You will hold an active stake in contributing to the fulfilment of Tate's roadmap for Digital and Innovation. Working alongside a motivated and mutually supportive team, you will be encouraged to bring fresh ideas to the table, nurturing your own skills as you help extend Tate's digital reach. You'll work across all of Tate's functions, including gallery and commercial activities, getting involved with projects that span the full breadth of the organisation and support the delivery of its overall strategy.

We'll actively encourage you to contribute your ideas, bring your real self to work, learn new skills, and play a meaningful part in the delivery of some incredible user-centric features for our digital products. Although you'll no doubt be stretched outside of your comfort zone from time to time, we'll make sure you're supported at every step.

What will you do? (Main Duties and Responsibilities)

These will be your key areas of responsibility:

- Lead a team of web developers to build Tate's digital products, holding them accountable to deliver quality work in line with our sprint cadence
- Take end-to-end ownership of the delivery of ad hoc projects within the Digital team, in concert with the Head of Product and Engineering and the Head of Digital Experience
- Take accountability for the definition and implementation of governance and risk management processes around project delivery, working with Tate's Corporate Centre and Business Solutions team to build a shared framework for project management across the organisation
- Run sprint planning and retrospectives, standups, and ad hoc sprint ceremonies
- Support team collaboration and drive forward product development, ensuring team members are motivated and focussed
- Evidence awareness of and commitment to diversity and inclusion practices as you undertake your work
- Sit on the Digital Leads group, contributing to strategy planning, and helping to shape the culture and working practices of the wider team
- Identify potential obstacles and blockers that may put our delivery roadmap at risk, and help the team to overcome them
- Encourage and facilitate continuous improvement of the development team
- Coach and mentor the development team and others in Agile techniques, identifying opportunities for process improvement and helping us work to best practice skills development?
- In conjunction with the Senior Product & UX Manager, own the product backlog, ensuring backlog items are of manageable size, well-defined, and estimated appropriately, and triage and prioritise tasks in line with wider departmental strategy
- Ensure that the team is planning in line with its capacity to deliver
- Liaise with colleagues in Tate's Ticketing, Membership and Shop teams to coordinate cross-departmental workstream flows
- Engage with our external web developers to help manage the ecommerce development backlog, and identify opportunities for synergy with our internal product backlogs
- Manage technical and business stakeholders and their expectations for priorities and timelines, providing confidence in the delivery and engineering function

What you will bring to the team

- An enthusiasm for working in teams with diverse skills, backgrounds and identities
- A commitment to treat all colleagues with kindness and respect
- An understanding of cultural, visitor-facing or public sector organisations

And here's what else we expect from you, as a minimum:

- To champion user-centric, inclusive, and accessibility-driven product development throughout the entire development lifecycle, from ideation to release
- To effectively bring people together to form a motivated team, helping create the right environment for a team to work in, empowering them to deliver, and recognising and dealing with issues
- A passion for learning and continuous improvement, and to constantly assess processes, adopt new approaches, and support the team through these changes
- Experience in Agile methodologies, and the confidence to use and adapt Agile techniques in ways best suited for team performance
- Expertise in enabling a team to work to the best of their abilities, and the proactive management of the pace and cadence of sprints
- First-rate communication skills with the ability to translate between the technical and the non-technical, listen to and interpret requirements from business and technical stakeholders, and support or host difficult discussions within the team and with diverse senior stakeholders
- Experience of working with internal and external development teams, and – although not necessarily a developer yourself – the technical confidence to contribute ideas and challenge thinking where necessary
- Experience of working across multiple backlogs and of finding opportunities for optimisation and parallel working
- An ability to manage the delivery flow of a development team and a stream of constant small releases
- The skills to translate organisational objectives into deliverables, and from there using data-driven decisions to plan and prioritise the most important or high value tasks
- A knack for identifying upcoming internal and external obstacles, blockers and risks, and the ability to make plans and take steps to address them, even if ownership or implementation of these plans exists outside the team
- First-rate project management skills, and a highly organised, detail-orientated approach
- Experience of financial management, including budgeting, raising POs and invoices

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.

Benefits

- Birthdays off each year
- 25 days leave per year, rising to 27 after 3 years of continuous service (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
- Subsidised staff catering arrangements and 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 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 **29 November 2026** by midnight. Interviews will be held on week commencing 7 December 2026.

