



Job description

Job title	Interim Head of Programmes and Projects, Learning
Department	Learning
Contract	Fixed Term, maternity cover leave
Salary	£54,027 per annum
Hours	36 hours per week with some weekend and evening work
Location	Tate Britain, Millbank and Tate Modern, Bankside
Reporting to	Interim Head of Learning

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 the four galleries across the UK (Tate Liverpool, Tate St Ives, Tate Britain and Tate Modern), our digital platform 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 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 collection displays. 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 of 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 build 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. Everything we do is only possible thanks to our passionate and committed colleagues, who 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

In this role you will work closely with Head of Learning to implement and progress the Learning strategy. Working as part of the Senior Team, you will lead a series of key Learning programmes and projects successfully in line with Learning and Tate strategy.

About your team

Learning is a department of 38 colleagues who create opportunities for people of all backgrounds and ages to engage with art in a range of ways, to be inspired, to play, build knowledge, ideas, and skills.

We do this through a wide array of creative learning events, resources, and collaborative projects in gallery at Tate Modern, Tate Britain, and online.

We work in close collaboration with colleagues across Tate including Curatorial, Visitor Experience, and Digital teams, and with a broad range of artists, creative practitioners and partner organisations.

We believe that everyone has the right to experience and engage with art. We work to represent the diversity of the communities we are part of in all that we create, and to embed practices of equity, inclusion, and care in everything we do.

Teams within Learning include Early Years & Families, Schools & Teachers, Public Practice and the Central team who work together to develop a year-round programme of events and activities for audiences.

This role is part of the Learning leadership team, working closely with colleagues in the Senior Team, the Learning department and colleagues across Tate.

What you will do

- Work closely with the Head of Learning and Senior Team to implement the vision and priorities of Learning Strategy
- Oversee the development of Learning Team Plans to strategically align and progress the Learning Strategy
- Manage oversight of all Learning programme information and schedules, working with Senior Programme Manager to ensure that all information is up to date and effectively communicated
- Oversight of the Learning Planning Cycle working with Senior Team to develop, review and sign off Learning's programme
- Lead on the development and implementation of externally funded and internal Learning projects, including development of partnerships with Royal Horticultural Society and National Portrait Gallery
- Lead the management of Tate Public Events Framework, working with Senior Learning Team to implement within Learning and key Tate colleagues
- Contribute to strategic planning and collaborative working with Curatorial teams, working with key colleagues at Tate Britain and Tate Modern

- Work with Head of Learning, Senior Team and Development team to scope and develop funding proposals in line with the Learning strategy
- Lead on the development and implementation of an effective audience insights and data capture framework with Audience Insights and Learning Senior Team
- Represent Learning's work and programme at internal meetings and with stakeholders
- Oversight of key operational priorities including Safeguarding
- Deputise for Head of Learning at key internal meetings as necessary
- Line manage and support professional development of colleagues as required

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 and learn new skills and knowledge working alongside colleagues with a range of roles and specialisms.

What you will bring to the team

- Substantial experience in the development, oversight and delivery of creative learning programme with a strong track record of engaging a large and diverse audience
- Demonstrable understanding of current debates in the field of public programming
- Strong project management skills with the ability to scope, establish and progress complex projects effectively with partners and a wide range of stakeholders
- A flexible and proactive approach and ability to use initiative, work independently, anticipate issues, and find effective solutions.
- Proven leadership skills, with experience of leading, inspiring, and supporting teams through change
- Excellent interpersonal and skills with the ability to present, lead, influence, and work collaboratively across a complex organisation and externally to deliver results.
- Demonstrable experience of promoting and applying equality and inclusion through your work and decision making
- A strong track record of fundraising and income generation
- Proven experience of analytic thinking, problem solving and reviewing processes with the aim of improving outcomes
- Excellent organisation, planning and administrative skills, with ability to prioritise and coordinate multiple activities to meet deadlines.
- Excellent communication skills and experience of using a range of tools to make information available to a wide range of audiences
- An interest in and commitment to the work of Tate.

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: and 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

- Day of annual leave for your birthday every year
- 25 days leave per year, rising to 27 after 3 years service
- A pension scheme with generous employer contributions
- Life assurance and Income Protection for DC scheme members
- Interest-free season Ticket Loan
- Free entry to paying exhibitions at Tate Galleries. Opportunities for family and friends to visit the major exhibitions out-of-hours.
- 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
- 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.
- Discount on items purchased in the Tate Shops.

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.

Frequently, we receive a high level of applications and as such, reserve the right to close applications before the advert deadline. To avoid disappointment, we encourage you to apply as soon as possible.

The closing date for the submission of completed application forms is 17 August, at Midnight.

