



Job description

Job title	Senior Learning Curator, Early Years and Families
Department	Learning
Contract	Fixed-Term (12 Months Maternity Cover)
Salary	£44,975 per annum
Hours	Full-time, 36 hours per week
Location	Tate Britain, Millbank, and Tate Modern, Bankside
Reporting to	Interim Head of Programme and Projects, Learning
Responsible for	2 x Curators (Early Years and Families), 2 x Assistant Curators (Early Years and Families) Programme Assistant (Early Years and Families)

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

The **Senior Learning Curator, Early Years and Families (Maternity Cover)** will provide continuity and leadership for Tate's established programme of creative learning for families and intergenerational audiences at Tate Modern and Tate Britain including the ambitious UNIQLO Tate Play programme.

Working within the framework of the current Learning strategy, the postholder will ensure the smooth delivery of the existing programme, supporting the team in maintaining its high quality, inclusivity, and reach. They will lead an experienced team of Curators, Assistant Curators and an Administrator, working closely with colleagues in Curatorial, Visitor Experience and Audiences teams to coordinate a coherent and engaging offer for families in the galleries.

As part of the Learning Senior Management Team, the postholder will play an active role in delivering departmental priorities, targets and sustaining effective communication and collaboration across the wider team.

About your team

Learning is a department of 40 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.

Teams within learning include Early Years and Families, Schools and Teachers, Public Practice Talks and Events and Young People, and Communities and Partnerships who work together to build a year-round programme of events and activities for audiences. 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.

This role sits as part of the Early Years and Families (EYF) team in Learning.

Tate's Early Years and Families Programme aims to foster creativity, curiosity, and connection among children and their families through meaningful engagement with art and artists. The programme provides an inclusive and stimulating environment where children and caregivers explore art through play, storytelling, and making; creating high-impact experiences that inspire across generations.

Rooted in Tate's commitment to access and participation, the programme encompasses interactive studio spaces, large scale participatory commissions, resources, sensory installations, and research projects. These initiatives make visible what art can do within and beyond the gallery, nurturing confidence, belonging, and creative expression from the earliest years reaching more than 100,000 participants each year.

Our broad definition of 'family' includes any visiting group with members both under 16 and over, as well as those engaged through the early years' sector and community networks.

Working closely with Curatorial, Audiences, and Visitor Experience teams, the Early Years and Families Programme continues to expand its innovative and inclusive offer. Current highlights include Uniqlo Tate Play at Tate Modern and Play Studio and Story Space at Tate Britain, alongside evolving strands that platform our audiences and extend Tate's role as a space for shared discovery and creativity.

What you will gain

In this maternity cover role, you will have the opportunity to lead and maintain Tate's established Early Years and Families Programme, supporting the delivery of the Learning Strategy and key team objectives. You will gain experience managing a highly skilled team, sustaining cross-departmental collaboration, and overseeing high-profile projects, while contributing to meaningful, high-impact creative learning for diverse family audiences.

What you will do (Main Duties and Responsibilities)

- Lead the Early Years and Families Programme to provide continuity of delivery, ensuring Tate's Learning Strategy and team objectives are met during the maternity cover period.
- Maintain core programme planning and delivery across Tate Modern and Tate Britain, overseeing high-quality learning experiences that engage children, families, and intergenerational audiences including UNIQLO Tate Play.
- Manage key partnerships with artists, external contributors, and community organisations to sustain programme innovation, quality, and alignment with funders' requirements.
- Coordinate cross-departmental collaboration with Curatorial, Visitor Experience, and Audiences to deliver a cohesive, high-impact family learning offer, including large-scale UNIQLO Tate Play Commissions and the Mini Wonders Programme.
- Manage and support the EYF team, providing guidance, workload planning, professional development, and ensuring effective communication and team performance.
- Manage the EYF team budget, including external funding, and ensure all activities are delivered within agreed financial parameters.
- Contribute to strategic funding proposals, reporting, and evaluation, helping to capture learning and share insights across the department.

- Oversee programme evaluation and reflection to capture learning, inform improvements, and contribute to department-wide insights and reporting.
- Contribute to the Learning Senior Management Team, supporting strategic priorities, departmental planning, and collaborative delivery of shared objectives.
- Represent the EYF programme internally and externally, advocating for family learning, sharing best practice, and supporting visibility and engagement across Tate and the wider sector.
- Ensure compliance with policies and standards, including Safeguarding safety, accessibility, inclusion, and equitable practice, in all programme delivery and events.

What you will bring to the team

- Extensive experience of designing, delivering, and managing creative learning programmes across a range of scales for children, families, and intergenerational audiences in public, cultural, or museum settings.
- Excellent knowledge of theory and application of practices that support creative learning and innovative participatory practices for children and families with a range of ages, lived experiences and backgrounds.
- Proven experience leading and developing a team, including planning workloads, providing coaching, and ensuring high-quality outcomes.
- Demonstrable experience of end-to-end development and management of large-scale artist commissions including working closely with studios and multiple stakeholders.
- Demonstrable experience working effectively with colleagues across departments and with external partners or community organisations to deliver integrated and cohesive programmes.
- Strong interpersonal and influencing skills, proven ability to negotiate and work collaboratively across a complex organisation to achieve and deliver results

- Experience planning, delivering, and evaluating programmes and events, including managing budgets, logistics, and operational priorities.
- The ability to make an effective contribution to a senior management team and influence strategic decision making
- Excellent interpersonal, written, and verbal communication skills, with the ability to represent and advocate for family learning internally and externally.
- Experience of working within a strategic plan alongside organisational priorities and the ability to maintain programme delivery in line with the existing strategy and objectives during the maternity cover period.
- Commitment to promoting and embedding inclusive practices in all aspects of work, engaging diverse audiences, and supporting an inclusive and respectful team culture.
- Genuine interest in and commitment to Tate's mission, collections, and the role of creative learning in inspiring audiences.

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

- Day of annual leave for your birthday
- 25 days leave per year, rising to 27 after 3 years 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
- 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 by **24 November 2025** midnight. Interviews will be held on 10th December 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.

