Job description

Job title	Web Developer
Department	Digital
Contract	Permanent
Hours	Part-time (0.6 FTE), 3 days a week
Salary	£30,404.81 per annum (FTE salary £50,674.68 per annum)
Reporting to	Project and Engineering Manager
Location	Tate Britain, Tate Modern and remote

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.

You can find further information about Tate on our website: www.tate.org.uk.

About the role

As a Web Developer, you will work with teams that focus on serving the needs of our global and local audiences, including the end-to-end visitor experience across our digital and physical spaces. Our Web Developers carry out development for the Tate website, online shop and other audience-facing products and projects, from technical design through to production deployment.

With the support of a multi-disciplinary team, and working across both Tate Gallery and Tate Enterprises, you will work closely with our technology, cyber security, product, UX, content, ecommerce and audience teams, delivering world-class digital products that meet differing audience needs and ensure that our digital offer is effective, reliable, accessible and inspiring.

About your team

Tate Digital champions art and artists by creating accessible and diverse digital 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 department is responsible for Tate's Digital strategy which aims to ensure Tate remains a leading digital presence in the art world and beyond.

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 you will do

- Propose solutions for delivering product enhancements, analyse their respective merits, advise on the fittest approach, and develop and implement code accordingly
- Translate UX prototypes to front-end code on both our main website and our online shop
- Extend and develop the platforms sitting behind our web properties to ensure they are meeting business needs

- Extend and refactor application code, follow good source control practices and provide clear in-context comments as required
- Work with external partners and agencies who are delivering work for Tate, providing technical liaison and oversight
- Contribute to sprint planning and retrospectives
- Take ownership of tasks and report issues that are obstructing work
- Run manual and automated tests to establish code quality before handing applications over for review
- Deploy code releases to test and production environments
- Investigate application issues to help inform a triage process, and resolve live problems in line with agreed priorities
- Work with key colleagues, departments and external support staff (e.g. Commercial Systems, Technology, ecommerce and third-party agencies) on the set-up, maintenance, and monitoring of Tate's web applications and environments
- Liaise with digital product and delivery managers, and with colleagues in other Tate teams with digital requirements to co-ordinate cross-departmental development flows
- Help maintain documentation and team 'how to' guides

What you will bring to the team

If applying for this role, it is essential you are someone who:

- Is proactive in searching for opportunities for change, and confident in challenging the status quo
- Commits to delivering high-quality work with a real attention to detail
- Has exceptional organisational skills and the capacity to manage several projects at once
- Enjoys working in teams with diverse skills, backgrounds and identities
- Treats all colleagues with kindness and respect

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

- Fluency in authoring HTML, CSS/SASS and JavaScript with extensive experience developing against common JavaScript frameworks such as NodeJS and JQuery
- Extensive experience of scripting and application development in Python (or at least one comparable programming language)
- Confidence in using a command line interface, particularly Linux
- Detailed knowledge of web accessibility requirements and common pitfalls
- Strong understanding of key security considerations for web applications
- Familiarity with writing unit tests to produce reliable code
- An analytical approach to problem-solving and application design
- An in-depth understanding of how to provide an excellent user experience while still delivering against strategic or commercial outcomes
- The ability to produce clear, comprehensive technical documentation for planning, design and reference
- The ability to present ideas with confidence and explain the logic behind decisions to non-programmers
- An interest in and commitment to the work of Tate

Experience in any of the following areas will strengthen your application:

- Working in an Agile project environment
- Following version control workflows
- Developing extensions and integrations for a CMS platform
- Experience of ecommerce development on third-party platforms
- Experience of working with templating engines
- Experience building multi-variant tests and analysing results to inform decisions about future development priorities
- Configuring and querying search indices
- Deploying applications in both VM and container-based environments

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.

Employee 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 13 December 2026 by midnight. Interviews will be held from 11 January 2027.

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.

