



The  
Fitzwilliam  
Museum  
CAMBRIDGE

UNIVERSITY OF CAMBRIDGE  
MUSEUMS & BOTANIC GARDEN



Research  
England



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ARTS COUNCIL  
ENGLAND

# Museum Educator: Early years & Schools

**Salary: Grade 6**

£33,951-£39,906 pro rata

Plus 2.5% increment payment

**Contract:**

Part time: 18.5 hours

**Location:**

Cambridge

**Responsible to:**

Learning Programmes

Manager

**Working Pattern:**

Part time, 2.5 or 3 days

Tuesday – Thursday, pattern to be agreed

**Purpose of the role**

This role contributes to unlocking the Fitzwilliam Museum's collections in ways that ensure that talent and capability of the very youngest children and the adults around them is enhanced and acknowledged as a vital part of the cultural life of the city, region and beyond.

The Museum Educator: Early Years and Schools works as part of a team delivering high quality facilitated sessions to babies, toddlers, and school-age young people in the museum, in schools and other community settings in Cambridgeshire. The post holder will collaborate with sector leaders, teachers, children and the adults around them to develop innovative approaches to engaging this audience through creative practices. The post holder will engage colleagues within the museum as well as external artists and expertise to develop and prepare sessions which ensure that planned outcomes for participants are delivered. The role uses agreed methodologies to measure and evidence programme impacts, and to ensure that evaluation and consultation feed into continuous improvement.

Facilitation and teaching takes place in the public galleries in direct relation to collection objects, in education spaces for practical activities, and through outreach. The collections are used as a springboard from which a wide variety of age specific learning and holistic outcomes are delivered. Facilitation is child led and teaching is by discussion rather than instruction, and sessions aim to build up the skills, and capabilities of children and young people with the aim that they can make new connections, and share perspectives young people with the aim that they can make new connections, and share perspectives to explore, respond, contribute to and question society today. We aim for all connections with the museum to contribute to the achieving of the Fitzwilliam Museum vision through the application of our mission and the exploration of the 4 pillars of the Learning and Public Programme: Creating Opportunity; Society and Identity; Health and Wellbeing and Identity.



## Key responsibilities

### Delivery of Teaching and Workshop Sessions

- Delivering high quality facilitated sessions with particular focus on our Early Years offers.
- The post-holder will lead delivery of 2 days of early years sessions each month; will deliver educator led Key Stage 1 - Key Stage 3 school visits throughout term time; contribute to design and delivery of early years offers in holiday time including the Summer Play Pavilion, teacher and educator CPD and strategic partnerships with community centres and schools.
- Activity may be delivered within the museum, in school or within the community.

### Research and development

- Work with teachers, families, peers and senior colleagues to develop and prepare sessions to ensure that planned outcomes for participants are delivered, applying a thorough understanding of different learning approaches, with creativity and imagination.
- Develop teaching and learning resources, including adapting resources for participants with a range of needs and resources to support documentation for accredited outcomes where appropriate.
- The post holder will work with subject specialist curators, researchers, artists, experts and educators to deliver time limited project research and development activities to develop the schools offer.
- Participate in peer observation and team development activities.

### Administration:

- Programme-specific administration, in line with GDPR requirements, including contributing to monitoring, evaluation and reporting.

### Accountability, advocacy and sector leadership:

- Contribute to the Museums leadership role in the sector by actively participating in networks and sharing good practice.

### Any other duties:

- Show initiative in relation to own professional development including keeping up to date with relevant professional issues and practice relating to the role, and with current research relating to the museum collections.
- Carry out ad-hoc duties within the remit of the role, including supporting delivery of Fitzwilliam Museum and UCM audience-focussed programming taking place outside of office hours (approx. 8 instances of out of hours working each year).
- The range of duties within this post may change due to organisational development requirements. Should changes become necessary they would be discussed in full with the parties concerned.

# Person Specification

Criteria	Essential	Desirable
<b>Qualifications</b>		
Educated to degree level or equivalent in a subject relating to the University of Cambridge Museum collections	✓	
Early Years certification and/or Teaching and/or Museum/Gallery qualification.		✓
<b>Experience</b>		
Practical and demonstrable experience of working with children and young people, including babies, toddlers and the adults around them. This experience should include the ability to adapt to meet a variety of needs.	✓	
Experience planning and delivering creative learning projects and resources using museum collections; confidence to research collections.	✓	
Passion for and an understanding of, and commitment to, the role that anti-racism, diversity and inclusion play in the work of the Fitzwilliam Museum.	✓	
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<b>Skills</b>		
Ability to communicate well with people of diverse backgrounds, ages, cultures and abilities, and to balance their different needs and priorities, including when communicating complex ideas, in person and in writing.	✓	
Knowledge of current policy context and awareness of sector good practice in relation to the target audience.		
Understanding of current relevant curricula and the Early Years Foundation Stage.	✓	
Ability to present effectively at regional and national meetings and conferences to represent the University of Cambridge Museums' work.	✓	
Understanding of the practical implications of statutory regulations e.g. The Vetting and Barring Scheme, Equalities legislation, Child Protection and Safeguarding, Health and Safety, risk assessment.	✓	
Highly competent in standard software packages e.g. Word, Excel, databases etc.	✓	

Criteria	Essential	Desirable
Excellent time management skills.	✓	
Ability to work independently and as part of a team.	✓	
<b>Additional requirements</b>		
Interest in and commitment to inclusion in museums and in higher education, particularly the University of Cambridge Museums.	✓	
Able to function effectively and comfortably in a complex and culturally diverse environment	✓	
Creativity coupled with imagination, empathy and determination.	✓	
Flexible approach: There is likely to be a requirement to work occasionally in the evening or at weekends	✓	

# The Fitzwilliam Museum Working Together Agreement

## Communication and Openness



We communicate with focus and purpose in a range of ways

We are open and transparent about our work

We are open to change and growth

We give and receive feedback with generosity

## Kindness and Support



We celebrate and value diversity

We are friendly, considerate and kind to each other, in person and in writing

We go out of our way to help each other

People are our priority, and we look after each other

## Collaboration



We spend time together face-to-face to build strong relationships

We respect and trust each other's diverse experience and expertise and make space for collaboration

We are interested in listening and learning from each other

## Accountability and Responsibility



We strive to be great at what we do

We set clear work boundaries, negotiate constructively and are accountable for our work and behaviour

We consider the impact of our actions and decisions

# The Fitzwilliam Museum



**The Fitzwilliam Museum was founded in 1816 and opened to the public in 1848. Today, it houses over half a million artworks and objects, spanning over ten thousand years, principally from Europe, North Africa and Asia. The Museum has an international reputation for excellence in research, exhibitions, learning and public engagement. As well as being the principal museum of the University of Cambridge, the Fitzwilliam is one of the largest cultural providers in the region, welcoming over 500,000 visitors a year. It is a member of the University of Cambridge Museums (UCM) consortium, alongside other University museums and the Botanic Garden.**

## Learning and Public Programming

The Learning and Public Programmes department is split across core strands of work. The Learning Programmes cover schools, teachers, and families. Public Programmes covers museum takeovers, talks, tours and community-centred work. These teams are complemented by the Practitioner Research team, whose work spans communities, early years, older adults and pedagogical development. The department structure has been designed to enable us to pursue our aims of creating opportunity, supporting health and wellbeing, enriching the national conversations around climate change and social justice in line with the Museum's refreshed vision and mission.

# Terms of Appointment

## Tenure and probation

The appointment will be made on a permanent basis.

Appointments will be subject to satisfactory completion of a six-month probationary period.

## Hours of Work and Working Pattern

The hours of work for the position are 18.5 hours per week, working 2.5 or 3 days (Tuesday to Thursday).

## Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a hybrid pension scheme. For further information please visit: [www.pensions.admin.cam.ac.uk/](http://www.pensions.admin.cam.ac.uk/).

## Annual leave

Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays. For new part-time employees, annual leave will be pro rata'd based on days worked.

## General information

### Right to work in the UK

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us.

If you do not have the right to work in the UK already, any offer of employment we make to

you will be conditional upon you gaining it.

**Health declaration:** Once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

**Qualifications:** The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you may be asked to provide your relevant original certificates of these qualifications.

**References:** Offers of appointment will be subject to the receipt of satisfactory references.

### Screening Checks:

This role requires a basic Disclosure and Barring Service (DBS) Check. Any offer of employment we make to you will be conditional upon the satisfactory completion of this/these check(s); whether an outcome is satisfactory will be determined by the University.

### Equality and Diversity

We particularly encourage women and /or candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at

this level within our University.

## Information if you have a disability

The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment.

Information for disabled applicants is available at <http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please contact, the Department Administrator, who is responsible for recruitment to this position. Alternatively, you

# The University

The University of Cambridge is consistently ranked one of the best universities in the world, achieving academic excellence through its Faculties, Departments and other Institutions, together with the 31 Colleges.

The University is renowned for its record of discovery and innovation. It is one of the great institutions, with a regional, national and global reach, attracting the very best and brightest minds. Our staff and students shape the world around us for the better: we attract and partner with like-minded people.

Whether contributing to the development of new anti-cancer drugs, adding to the understanding of how black holes are formed, revolutionising the study of ancient settlements, convening academic expertise to offer solutions to the climate crisis, or analysing public attitudes towards democracy around the world, the University's research is remarkable in its breadth, quality and impact. The University also sits at the heart of Europe's largest technology cluster and has catalysed more than 1,500 high-tech companies. And yet what inspires our 24,000 students and 13,000 staff is not what has already been achieved, but what is possible in the future.

The education and experience of our students, based on a partnership between the University's academic Departments and Faculties and the 31 Colleges, is second to none. Every student is a member of one of the Colleges, each a community of students, academics and staff drawn from across the University's comprehensive range of subject areas.



The University is a self-governing community, with a system for decision-making that provides a high degree of accountability and transparency to its members. Each Department and Faculty is part of one of six academic Schools, but each of them, and each individual academic, has a great deal of autonomy. The Colleges are independent and self-governing, working in a symbiotic relationship with the University.

The University has a number of Institutions that are independent of any Faculty or Department and are not part of the academic Schools. These include the Institute of Continuing Education (which provides high-quality education to adults throughout their lives), the Fitzwilliam Museum, Kettle's Yard (an historic house and gallery that holds important collections of modern art) and the University Library. In addition to their diverse contributions to University and public life, these non-School Institutions are also important centres of teaching and research.

Cambridge University Press & Assessment provides academic publishing, examinations and learning materials worldwide, supporting the dissemination of research, academic development at school and in higher education, and international student mobility. Legally, the Press & Assessment is a department of the University. It provides very important funds to invest in the academic purposes of the University.

The University has made truly remarkable contributions to the sum of human understanding, with breakthrough ideas and discoveries that have changed the way we understand ourselves, our planet, and the universe around us. Yet the global and national contexts in which it operates are fast-changing and increasingly filled with uncertainty. In a world that is becoming – politically, economically, socially, and technologically – ever more interconnected but even less equal, the University's mission – “to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence” – has never been more relevant.



# About Us

**The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.**

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit undergraduate students, provide student accommodation and pastoral support and deliver small group teaching for undergraduates.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

“Through its outstanding education, research and innovation, the University of Cambridge has made – and continues to make – a lasting contribution to human knowledge and is flourishing. By working at the University of Cambridge, you will be joining a vibrant community of students, scholars and professional services staff committed to supporting and enhancing the University's mission to contribute to society.”

*Professor Deborah Prentice,  
Vice Chancellor 2023*



# Working at the University

**Working at Cambridge you will join a diverse, talented and innovative community, with more than 24,000 students and over 13,000 staff from all walks of life and corners of the world.**

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

The University offers a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a science and technology campus to the west of the city centre, and is expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with their continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and continues to redevelop its historic city centre sites demonstrating a clear determination to ensure that we can offer the best facilities and opportunities for our staff and students.



## Equality, Diversity and Inclusion

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity groups, including the Women's Staff Network, Race Equality Network and LGBT+ Staff Network. More details are available here:

<http://www.equality.admin.cam.ac.uk/>

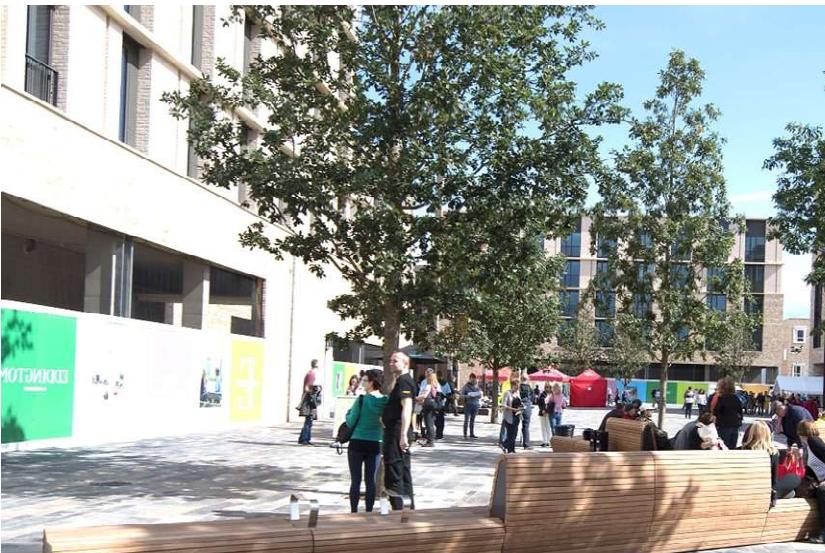
The University has a bronze Race Equality Charter award, with a framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's silver Athena swan award recognises and celebrates good practice in recruiting, retaining and promoting gender equality.

# Living in Cambridge

Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances at the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the Visit Cambridge website.

If you prefer the faster pace of life, London is a 45-minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.



## Relocation Support

The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit <https://www.accommodation.cam.ac.uk/RelocationService/>. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of

## Accommodation Service

The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit:

<https://www.accommodation.cam.ac.uk/>



# What Cambridge can offer

**We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.**

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a [career break scheme](#) for academic and academic-related staff, with additional flexible working policies for all other staff.

## Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings.



## CAMBens employee benefits

The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;
- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;
- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;
- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;
- Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre, and other local gyms, and healthcare schemes.



# What Cambridge can offer

## Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 26 weeks' full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme are available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here:

<https://www.childcare.admin.cam.ac.uk/>

The Newcomers and Visiting Scholars Group (<https://www.nvs.admin.cam.ac.uk/>) is an organisation within the University that welcomes the partners and families of visiting scholars and new members of the University. Run by volunteers, the group offers opportunities to visit interesting Cambridge venues, learn about the community, take part in social events and gain local knowledge while developing a strong support network of both residents and other newcomers.



## Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the [Cambridge Festival](#), which is a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

## Development opportunities

We support new employees to settle in through various activities as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars. All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital literacy, finance, health and wellbeing, safety.

# How to apply

Applications should be submitted online via the University of Cambridge jobs page [www.jobs.cam.ac.uk](http://www.jobs.cam.ac.uk) by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

Informal enquiries are welcomed and should be directed to: Rosanna Evans  
[rfe22@cam.ac.uk](mailto:rfe22@cam.ac.uk)

If you have any queries regarding the application process, please contact:  
[HR@fitzmuseum.cam.ac.uk](mailto:HR@fitzmuseum.cam.ac.uk)

The closing date for applications is: Sunday 22<sup>nd</sup> February 2026 (midnight)

The interview date for the role is: Thursday 5<sup>th</sup> March 2026

