



The
 Fitzwilliam
 Museum
 CAMBRIDGE



Supporting excellence in the arts
**ARTS COUNCIL
ENGLAND**

Senior Curator: Historic & Modern Paintings

Salary: Grade 9

£46,734 - £59,139

Contract:

Permanent

Location:

Cambridge

Department:

Fitzwilliam Museum

Responsible to:Head of Curatorial or
Keeper (tbc)**Working Pattern:**

Full Time

Purpose of the role

The post-holder will be the Museum's curatorial and research lead around the collections of Historic & Modern Paintings. The museum holds significant Italian paintings of the 13th to 18th centuries, 18th-early 20th century French and British paintings, Flemish and Dutch paintings of the 16th and 17th centuries, and an internationally renowned collection of Italian, French and British drawings and watercolours.

You will shape and deliver collections-based research, displays, public programming and curatorial work on these collections to support the Museum's Vision and Mission, the Research & Impact Strategy and the Business Plan. This will include identifying opportunities for new acquisitions and engaging audiences, particularly within the context of the legacies of colonialism, and ongoing racism and societal inequalities. We particularly encourage approaches that consider the present-day and global relevance of these collections, and how communities connect with these objects and artworks. You will be encouraged to work collaboratively within the Fitzwilliam Museum and across the University of Cambridge.

The post-holder will be knowledgeable about, and have experience of working with, Historic & Modern Paintings, have experience of exhibitions/displays, and be committed to developing new collection perspectives, including researching, acquiring, exhibiting and publishing the work of diverse and under recognised artists.

The curator will work in close collaboration with the Head of Curatorial, Keepers and other Curators, Exhibitions, Conservation, Scientific Research, Learning, collections management staff and other teams in the museum, and the Museum's Head of Research & Impact. You will work particularly closely with the Senior Curator Prints & Drawings, the Senior Curator: Modern & Contemporary Art and the Curator of Northern European Paintings & Drawings (currently on maternity leave, covered by a fixed term Curator Historic & Modern Paintings). They will improve the collections database and other digital content, conceiving and delivering research projects (including authoring funding applications), and provide other support as required. This will include supporting the Director, Deputy Directors and Senior Management Team in the formulation and delivery of strategic Museum policies.

Key responsibilities

1	<p>Research</p> <p>Contribute to the Fitzwilliam Museum's Research & Impact Strategy and environment, working with the wider University and University of Cambridge Museums. Contribute to new Research Communities, to support embedding a multiplicity of voices and approaches in research, and to embrace a more global approach to the history of art and material culture.</p> <p>Initiate and foster research partnerships with colleagues within Cambridge University, nationally and internationally, including working with Departments (e.g. History of Art), networks (e.g. Collections-Connections-Communities SRI, Cambridge Visual Culture), centres (e.g. Centre for Research in the Arts, Social Sciences and Humanities), the University of Cambridge Museums and the University Library.</p> <p>Undertake independent research, developing projects, collaborating, applying for funding, author publications and/or other research outputs (exhibitions, displays, events and digital content), with a focus on high quality and high impact outputs for submission to the Research Excellence Framework</p> <p>Routinely communicate complex and conceptual ideas to a range of audiences. Organise and attend academic conferences or day schools, in collaboration with colleagues and in the wider University, HE and Museums sectors regionally, nationally and internationally.</p> <p>Facilitate and encourage the research of academics, researchers, curators, students and independent scholars from across the HE and Museum Sectors nationally and internationally, to include enabling and managing paid placements and other opportunities for students and early career researchers.</p>
2	<p>Curatorial</p> <p>Supervise and oversee the day-to-day curatorial work, the management, care and security of relevant parts of the collections, including ensuring compliance with accreditation policies.</p> <p>Respond to public enquiries; facilitate and supervise access to relevant parts of the collections for students, research staff, visiting scholars and the public; liaise with conservation staff regarding object treatment and condition; supervising interns and volunteers. Proactively develop and encourage widening participation activities. Work with relevant Library and Archive staff to support research, documentation and management of those collections.</p> <p>Support and contribute to the Loans programmes, working with the Registrar's Office.</p> <p>Participate in committees and working parties; preparing reports; assist the Director, Deputy Directors and Head of Curatorial in the formulation of strategic policies, represent the Fitzwilliam Museum on appropriate national and international scholarly groups and bodies. Work with colleagues to set priorities and assume responsibility for the delivery of agreed targets and in the recruitment, supervision, management, training and motivation of staff, volunteers and interns.</p> <p>Work to ensure best practice in museum, collection and archives is followed.</p> <p>Collaborate closely with colleagues, in particular with conservators, collections management, security staff, and those in Learning, Public Engagement, Marketing and Press, Development, IT and Visitor Services, both within the Fitzwilliam Museum and across the wider University. Assist with the organisation of public events involving curatorial material to promote the broader interests of the collections.</p> <p>Act as courier for national and international loans of collections.</p>

	<p>Collections Development, Display and Interpretation</p> <p>Conceive, develop and encourage proposals for temporary displays, exhibitions and changes to the displays of the permanent collection to support Mission aims and the Masterplan. Work with Interpretation, Exhibitions and other teams on display and exhibition projects; collaborate with external curators, researchers and artists, museums, galleries and archives.</p> <p>Act as curatorial lead for your specific collections area, taking responsibility for relevant galleries and displays, and collections in storage.</p> <p>3 Research and pursue potential acquisitions, to support the Collections Development Strategy, including looking at historical art through widening and global perspectives. The post-holder will facilitate and support such acquisitions through developing relationships with possible benefactors, auction houses and dealers, preparing grant applications and reports, supporting Acceptance in Lieu and Cultural Gift Scheme opportunities & undertaking due diligence research in line with the Collections Development Policy.</p> <p>Respond to public and research enquiries relating to your area of the collection. Facilitate access to relevant parts of the collections for students, research staff, visiting scholars and the public; liaise with collections management conservation staff regarding object treatment and condition; supervise interns, volunteers and PhD students.</p>
	<p>Documentation</p> <p>Work with relevant Documentation, Library and Archive staff to improve documentation of your specific collections area.</p> <p>4 Contribute to cataloguing on the Museum's collection database (Axiell), ensuring documentation is undertaken to a high standard.</p> <p>Contribute to online content including website, podcasts, blogs and other digital resources.</p>
	<p>Teaching & Supervision</p> <p>Avail of opportunities to teach around Historic & Modern Paintings, especially from the collections, for various departments of the University of Cambridge and other higher sector educational institutions at both undergraduate and postgraduate level. This may take the form of object-handling sessions, gallery-based teaching sessions, temporary exhibition-based teaching sessions and/or online presentations.</p> <p>5 The post-holder may have opportunities to examine in the University and act as external examiner in other HE Institutions</p> <p>In line with the Museum's Widening Participation and public engagement strategy, they will engage with a broad range of audiences, including young adults, school pupils, adult learners, visiting scholars, interns and students through classes, lectures, gallery talks and seminars on all aspects of the Departmental collections. They will also organise lecture series, symposia and study days and facilitate the teaching of other scholars, as appropriate.</p>

6	<p>Other Duties</p> <p>Line manage project curators on specific projects, subject to funding.</p> <p>Support key strategies and plans including around diversity, anti-racism, community and learning, audience development and environmental sustainability.</p> <p>Support fundraising campaigns and income generating activities, including applications to funding bodies, sponsors and/or potential donors, writing press releases and giving media interviews, as appropriate.</p> <p>Provide information and advice and collaborates with partners across the University of Cambridge Museums, liaising and expanding networks within Cambridge and beyond.</p> <p>Participate in museum meetings and working parties, and contribute to proposals and reports, as appropriate.</p> <p>Promote the interests of the Fitzwilliam Museum generally, upholding institutional values and contribute, as appropriate, to organisational policies and plans including: financial resilience, diversity and inclusion, anti-racism and environmental sustainability.</p>
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Person Specification

Criteria	Essential	Desirable
Qualifications		
The role holder will have completed a PhD, or demonstrate comparable research and experience, in a relevant subject area.	✓	
A curatorial post-graduate qualification or equivalent professional experience relevant to Historic & Modern Paintings.		✓
Skills		
Excellent knowledge and/or experience of Historic & Modern Paintings.	✓	
Track record in researching, and creating public impact, around Historic & Modern Paintings.	✓	
Ability to communicate clearly when speaking to a wide range of audiences. Strong digital and presentation skills.	✓	
Ability to prioritise and attention to detail.	✓	
Ability to develop, establish and utilise internal and external relationships with individuals and institutions.	✓	
Ability to plan, co-ordinate and project manage programmes, activities and events.		✓
Excellent command of the English language.	✓	
Excellent digital skills, notably in terms of databases.	✓	
Proficiency in one or several relevant languages (e.g. Italian, French)	✓	
Experience		
Curatorial or relevant experience working with Historic & Modern Paintings, in particular through displays, exhibitions, public programming, loans and acquisitions.	✓	
Working with diverse and under-represented communities on the subject of art and creativity.	✓	
Researching, creating displays, producing publications and other public outputs on relevant collections and objects.	✓	
Developing original curatorial and/or research initiatives to reach diverse audiences and presenting new perspectives on under-represented aspects of these collections.	✓	
Working as part of a team, multi-tasking within a busy environment, and delivering through collaboration and partnerships.	✓	
Co-ordinating the planning and delivery of a programme of exhibitions and displays.	✓	
Budget holding and accountability. Leading and contributing to funding applications.		✓

Experience of teaching at a higher or university level.	✓	
Strong track record of high-quality research outputs (displays, publications, digital etc).		✓
Additional Requirements		
A commitment to inclusion, anti-racism and environmental sustainability.	✓	
Direct, hands-on experience of handling relevant works of art/objects, and working with artists and other creative practitioners.	✓	
A commitment to expanding knowledge beyond the role holder's field of expertise.	✓	
A mutually supportive and collaborative team working style, combining a "can do" attitude with or without input from colleagues.	✓	
Knowledge of the principles and practice of museum documentation.		✓
Ability to travel in the UK and internationally, and to work flexible hours.		✓

Our Working Together Agreement

The Fitzwilliam Museum is committed to fostering a positive workplace culture, and our Working Together Agreement was coproduced by staff to describe our desired ways of working together. We use these as a set of internal values, behaviours and professional expectations.

- People are our priority, and we look after each other
- We are friendly, considerate and kind to each other, in person and in writing
- We go out of our way to help each other
- We consider the impact of our actions and decisions
- We celebrate and value diversity
- We give and receive feedback with generosity
- We strive to be great at what we do
- We are interested in listening and learning from each other
- We respect and trust each other's diverse experience and expertise and make space for collaboration
- We spend time together face-to-face to build strong relationships
- We are open and transparent about our work
- We are open to change and growth
- We communicate with focus and purpose in a range of ways
- We set clear work boundaries, negotiate constructively and are accountable for our work and behaviour

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 also the lead partner of the University of Cambridge Museums (UCM), the Arts Council National Portfolio Organisation consortium of the University Museums and the Botanic Garden.

The Curatorial Department

This currently comprises 13 permanent curators (Keepers, Senior Curators, Curator) and 4 fixed term project curators (Research Associates) – including specialists in antiquities, manuscripts, sculpture, paintings, prints and drawings, contemporary art, decorative arts and money. The team delivers research, develops the collection through acquisitions, curates exhibitions and displays, and provides essential curatorial contributions to collections documentation, to support the Museum's Vision and Mission, the Research & Impact Strategy and the Business Plan.

The Curatorial Department sits within the Collections & Research Division, alongside the Research & Impact team, and the Department of Collections Management & Documentation.

Terms of Appointment

Tenure and probation

Appointment will be made on a permanent basis.

Appointments will be subject to satisfactory completion of a 3 - year probationary period.

Hours of Work and Working Pattern

The hours of work for the position are 37 hours per week, working Monday – Friday.

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/.

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

Pre-employment checks

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 will 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. **(Please see relevant guidance before inclusion:**

<https://www.hr.admin.cam.ac.uk/recruitment/equality-law-and-recruitment/exceptions-equality-law/positive-action>)

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.

The University

The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.

Our sustained pursuit of academic excellence is built on a long history of world-leading teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world's leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our capital investment projects include academic and commercial growth at both the West Cambridge Innovation District, and the Biomedical Campus in the south of the city. Eddington, in North West Cambridge, is a mixed-use development including key worker housing for staff, a community centre and a new primary school, managed by the University. Through these projects, the University is deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.



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.

“Cambridge graduates and researchers have made – and continue to make – a colossal contribution to human knowledge and the understanding of the world around us. Their work touches on the lives and livelihoods of everyone from patients diagnosed with life-threatening diseases, to residents of areas critically affected by climate change, to children growing up in conflict zones. It has a lasting impact on our society, our economy and our culture: the world is truly a better place thanks to their efforts.”

Stephen Toope, Vice Chancellor 2019



Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 23,000 students and over 16,000 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.

We offer 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 our 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 we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.



Equality & diversity

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 staff with the costs of relocating to Cambridge.

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 18 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 may be 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 is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Postdoc Academy supports the postdoctoral community within Cambridge. Further details are available here: <https://www.postdocacademy.cam.ac.uk/>

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 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: Neal Spencer, Director, Collections and Research via Shahar Mizrahi, email: sm2972@cam.ac.uk

If you have any queries regarding the application process, please contact HR@fitzmuseum.cam.ac.uk.

The closing date for applications is: midnight on the evening of Sunday 1 June 2025.

The interview date for the role is: week commencing 23rd June 2025.



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