



UNIVERSITY OF  
CAMBRIDGE  
Fitzwilliam Museum



The  
Fitzwilliam  
Museum  
CAMBRIDGE



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ARTS COUNCIL  
ENGLAND

# UCM Conservator of Objects

**Salary: Grade 7**

£35,608 to £46,049 plus 2.5% interim uplift

**Contract:**

Open ended (subject to funding)

**Location:**

Cambridge

**Responsible to:**

Head of Conservation and Scientific Research

**Working Pattern:**

Full Time, Monday - Friday

**Purpose of the role**

The Object Conservator is an experienced specialist with responsibility for planning, implementing and managing conservation programmes and projects for the Conservation Shared Service, which is managed by the Fitzwilliam Museum for heritage clients in the city of Cambridge.

The post-holder works across multiple museums and colleges, providing a tailored service based on expert assessment of needs. They will be a conservator working at or above the level of the Icon UK Accreditation standard, with demonstrable expertise in preventive and interventive conservation for mixed collections.

The post holder spends about two thirds of their time as the designated conservator for two of the University of Cambridge Museums, and the remainder of their time delivering projects for other clients in the city of Cambridge. They work with a small team of Shared Service conservators, in the context of a larger group of conservation professionals in the Fitzwilliam Museum.

Through care and management of collections and objects cared for by the Conservation Shared Service, the post-holder ensures that a wide range of collections can be made safely accessible for both academic study and public enjoyment: this may be through practical, interventive conservation treatment of objects or through collections care strategies to ensure the objects' long-term preservation.

The post-holder liaises with Shared Service stakeholders and the Head of Conservation on specialist areas and undertakes delegated tasks from the Head of Conservation to support conservation strategies for the University and College collections. They deliver practical projects for Conservation Shared Service clients to agreed deadlines. They may also manage the work, training and development of assistant conservators, interns, students and volunteers.



# Key Responsibilities

## Management, Organisation and Planning

- Plan and manage conservation work for Shared Service, taking responsibility for timely delivery of projects and adherence to budgets; this includes providing clear and reliable estimates for income generating work. Report to higher management and member stakeholders on progress as required.
- Manage assistant conservators (workload, training needs, development, annual reviews) to achieve project outcomes.
- Manage safe working practice in conservation and collections care in accordance with University policy and current legislation.
- Liaise with University Museum and College colleagues, and with Head of Conservation to identify conservation priorities.
- Advise University Museum and College colleagues and peers on specialist needs in area of expertise.
- Work with Head of Conservation to give input into strategic planning across institutions.
- Occasionally Collaborate with University Museum and College colleagues, Head of Conservation and supporters on grant-funding applications.

## Technical examination and research

- Where appropriate, undertake technical investigation of, and research into, the technology, media and deterioration of objects, collaborating with specialist partners in the University and beyond as necessary.
- Undertake conservation research to adapt existing methods and approaches to preservation, and develop new techniques and approaches.
- Occasionally disseminate research results and contribute to wider discussions of conservation practice in the heritage sector through written and oral means – e.g. present work to peers at conferences and workshops, contribute to sector-wide initiatives with own insights from area of specialism.

## Advocacy and communication

- Provide expert conservation advice to colleagues about mixed object collections, and contribute specialist knowledge to strategic planning led by higher management.
- Develop professional contacts and relationships to progress the current state of knowledge of object conservation in mixed collections.
- Occasionally devise and deliver workshops, events and presentations for a wide range of audiences, both academic and public, students and peers.
- Occasionally contribute to blog posts or social media about conservation projects for a general audience

## Conservation and Preservation of Cultural Heritage Collections

- Provide expert skills in implementing conservation projects and programmes.
- Ensure that appropriate documentation is carried out and preserved for all conservation activities.
- Keep abreast of current state of the profession and best practice to provide sound advice on conservation and collections care issues to all stakeholders in the Shared Service.
- Occasionally courier items on loan to external institutions as required.

## Teaching and supervision

- Plan and organise or assist in organising training events to support the implementation of conservation or collections care programmes for individual client institutions, or across the Shared Service membership. Develop resources for such training.
- Select and supervise interns, students and volunteers on placements in the Shared Service.
- Occasionally contribute to organisation and delivery of training events or conferences for professional peers.

# Person Specification

Criteria	Essential	Desirable
<b>Qualifications</b>		
Recognised qualification or equivalent experience in conservation of mixed collections.	✓	
Professional Accreditation, or if not Accredited, must be able to demonstrate equivalent experience.	✓	
<b>Experience</b>		
Broad understanding of practical conservation and technical examination, demonstrated by appropriate experience at a level equivalent to the Icon Accreditation Standard.	✓	
Proven experience of managing conservation programmes and projects, including accurate estimating of time and resources needed	✓	
Proven experience of managing budgets and workflows well	✓	
Proven experience of managing staff, interns, students and volunteers.	✓	
Proven experience of teaching and public speaking.	✓	
Proven interest and experience working with archaeology and anthropology collections		✓
<b>Skills</b>		
Possess appropriately broad and deep knowledge of materials found in collections that fall within area of specialist expertise, and the techniques used in their conservation and preservation.	✓	
Demonstrable understanding of conservation principles and ethics in line with current best practice.	✓	
Demonstrable high levels of manual dexterity and skill.	✓	
Good knowledge of chemistry and analytical techniques appropriate to mixed collections, combined with demonstrable knowledge of COSHH regulations, Health and Safety requirements, and risk assessments in using chemicals in the workspace.	✓	
Highly effective communication and influencing skills, both written and oral, to develop effective working relationships and be able to take part in strategic planning effectively; also to communicate to a wide variety of audiences through different media, including Shared Service member stakeholders, the general public and peers in the conservation field.	✓	

High degree of IT literacy and use of collections management systems in a conservation context	✓	
A mutually flexible, supportive and collaborative team-working style, combining a 'can do' attitude with professionalism, respect for others, tact, discretion and fair judgement.	✓	
Ability to balance differing collections care and conservation demands, to meet the needs of the collections and users in a university or college context, and to both prioritise and multi-task, with or without input from colleagues, while maintaining a continuous and clear dialogue with them.	✓	
Ability to remain well organised, work under pressure and meet deadlines, while retaining good attention to detail and a high degree of accuracy	✓	
<b>Additional Requirements</b>		
Interest in and commitment to the work of the Shared Service, and willingness to participate in the promotion of conservation and museums more generally.	✓	
Must be able to function effectively and comfortably in a complex and culturally diverse environment.	✓	
Be prepared to take on delegated tasks from Head of Conservation	✓	
Willingness for occasional out of hours working for events or public outreach activities		✓

# The Fitzwilliam Museum Working Together Agreement

## Communication and Openness



We communicate with focus and purpose in a range of ways

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We are open and transparent about our work

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We are open to change and growth

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We give and receive feedback with generosity

## Kindness and Support



We celebrate and value diversity

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

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We go out of our way to help each other

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People are our priority, and we look after each other

## Collaboration



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

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

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We are interested in listening and learning from each other

## Accountability and Responsibility



We strive to be great at what we do

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

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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.

## About the Fitzwilliam Museum Collections

From antiquity to the present day, the Fitzwilliam houses a world-renowned collection of over half a million beautiful works of art, masterpiece paintings and historical artefacts.

Further information about the Fitzwilliam Museum and its collections can be found at <https://www.fitzmuseum.cam.ac.uk/>

## About Conservation Shared Services

The Conservation Shared Service was established in 2023 and provides heritage conservation services for clients in the city of Cambridge. The Service offers object and preventive conservation, as an addition to the long established paintings conservation service at the Hamilton Kerr Institute, which is a sub department of the Fitzwilliam Museum

# Terms of Appointment

## Tenure and probation

The appointment will be made on an open-ended basis subject to funding to 31/7/2028 in the first instance.

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 full-time (Monday to Friday)

## Pension

You will automatically be enrolled to become a member of CPS (Contributory Pension Scheme) – a defined benefit and defined contribution 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 36 days inclusive of public holidays. For 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 may contact the HR Business Manager responsible for the department you are applying to via [hrenquiries@admin.cam.ac.uk](mailto:hrenquiries@admin.cam.ac.uk).

# 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.

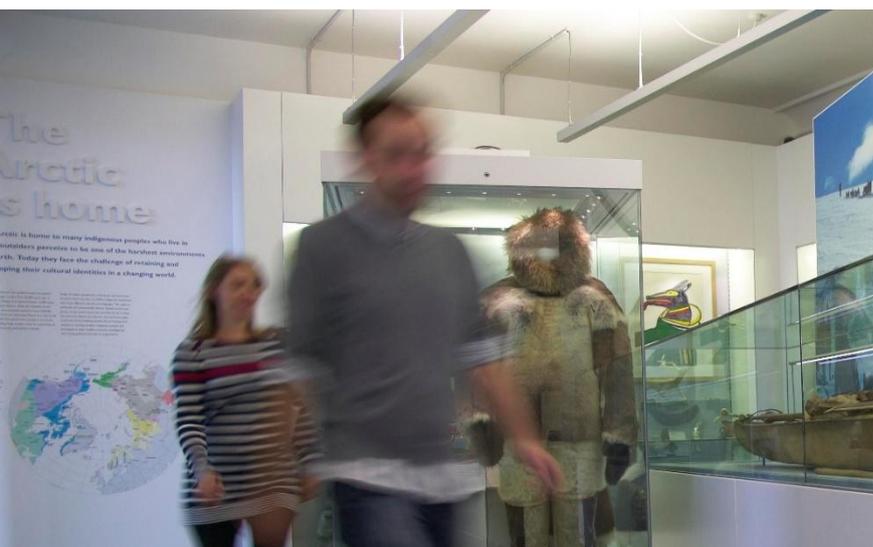
The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic 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

# 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 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. Due to the nature of this role, you would be required to be on site most days. 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: Sophie Rowe  
[rswr2@cam.ac.uk](mailto:rswr2@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: Monday 6<sup>th</sup> April 2026 (midnight)

The interview date for the role is: Thursday 16<sup>th</sup> April 2026

