



The
Fitzwilliam
Museum
CAMBRIDGE



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ARTS COUNCIL
ENGLAND

Public Programmes Manager

Salary: Grade 8

£40,521 - £54,395 pro rata

Contract:

Permanent

Location:

Cambridge

Faculty / Department:

Fitzwilliam Museum

Responsible to:

Deputy Director, Learning and Public Programmes

Working Pattern:

Part Time 29.6 hours (0.80 FTE)

Purpose of the role

The Public Programmes Manager is a new role, working with the Learning Programmes Manager and the Deputy Director, Learning and Public Programmes, alongside artists, creative practitioners, curators, and visiting scholars and researchers, to forge an inquiry-based programme underpinned by experimental methodologies and the Fitzwilliam collections and research. This is both strategic and a delivery role with direct line management of a Learning and Public Programmes Coordinator and three Creative Studio support roles. The post holder will work with colleagues across the Museum including in Learning, Collections, Research and Conservation, with responsibility for the practical delivery of exploratory, compelling, and collaborative creative hybrid public learning events and experiences onsite and online, that will be of interest to a broad spectrum of adult audiences.

The post holder will work with colleagues including the Deputy Director, Learning and Public Programmes, to establish a framework for exploring, contributing to and presenting the richness of visual and material cultures through innovative curated responses and collaborations, contributing to our commitment to becoming a more permeable, responsive museum and ensuring activity speaks to our four core areas of work within Learning: creating opportunity, identity and society, environment and sustainability, and health and wellbeing. The role ensures that planned programme outcomes are delivered on time and to budget, that programme impacts are measured and evidenced, and that evaluation and consultation feed into continuous improvement to ensure an offer that is high quality and relevant to audience need.



Main duties and responsibilities**Development and delivery of talks, events and commissions**

1

- Manage, design and coordinate the delivery of a range of high-quality, compelling and relevant activities for a range of adult audiences onsite and online, informed by inquiry-based, experimental methodologies.
- Oversee the design and delivery of Museum Lates, talks and residencies, paid workshops and courses, and commissioned responses that enable innovative, contemporary, nuanced and challenging responses to the collection, with a focus on identifying and managing collaborative partnerships and approaches.
- Develop a new platform for Museum curators to contribute to an activity strand presenting lectures, symposia, roundtables and lunchtime talks by academics, researchers and visiting scholars, with a focus on inclusive, innovative, exploratory approaches underpinned by the Museum's collections and research.
- Work with colleagues including the Deputy Director, Learning and Public Programmes to devise strategies to engage stakeholders with Future Legacies, a new online space aimed at deepening and broadening audiences through funded commissions and curated responses to the Black Atlantic exhibition series (2023-26).
- Develop the ticketed events such as online courses, masterclasses and workshops that explores exhibitions and the collection and helps bring in new ticketed income.
- Oversee the development of strategic partnerships that enable to Museum to spearhead new opportunities for income generation, leveraging Museum and University assets and identifying opportunities for cross-functional collaborations.

Programme and project management

2

- Manage the Learning and Public Programmes Events Coordinator and a team of Creative Studio support roles, including performance management, administrative systems, recruitment, and staff development.
- Take the lead on all aspects of project delivery including design, costings, pre-production, internal and external logistics, practical delivery, evaluation and dissemination, liaising with colleagues internally including Security, Visitor Experience, and Commercial Events teams.
- Work consultatively with stakeholders and participants across the Museum and the wider University to identify potential partners and collaborators, establishing stakeholder interests, priorities and relevance locally, nationally and internationally.
- Collaborate with Digital and Marketing and CRM colleagues to ensure programmes are relevant to target audiences, accessible, and supported by inclusive learning approaches,
- Plan programme content and delivery in the context of both existing and emerging research and sector developments.
- Accurate documentation and record keeping of budgets and project information and handling confidential information responsibly.
- Track and monitor evaluation and streamline rigorous evaluation for a range of audiences as appropriate, with a commitment to qualitative and quantitative research methods to generate data and provide feedback that shapes decision-making and the allocation of resources.
- Recruitment of project artists, academics, contractors, and freelancers, negotiating fees and agreements as appropriate.
- Contribute to the ongoing development of our logic model and common evaluation framework for Learning and Public Programmes, including benchmarking to inform the direction of the programme.

- Ensure good practice and proactive engagement with our compliance framework, e.g. EDI, GDPR, Safeguarding, Health & Safety, coordination of static and dynamic Risk Assessments.
- Manage priorities effectively, often working across projects and teams consecutively.
- Positive and proactive when responding to changes in organisational priorities.
- Support wider Learning and Public Programmes teams and other colleagues to provide efficient administrative support and assistance relevant to Public Programmes as required.
- Be the main point of contact for Public Programmes, providing information and help and attending meetings as requested.
- Prepare and deliver communications on the Public Programme in collaboration the Communications team.

Fundraising and income generation

3

- Support financial sustainability of programmes by contributing to grant applications, development activity and activity to diversify income sources, working closely with Development to identify and develop funding opportunities, feeding into applications as required.
- Supporting the Museum's commercial income strategy with ticketed events and workshops.

Collaboration and partnership development

4

- Work collaboratively with colleagues to identify, build and sustain partnerships that foster participation and engagement with a diverse audience, including artists, academics and communities underrepresented within the creative and cultural sector.
- Work with colleagues across The Fitzwilliam Museum and University of Cambridge Museums to utilise collections, exhibition and research expertise to enable an exciting programme that responds to audience interest and identifies areas for development.
- Broker, develop and maintain strategic partnerships to enable collaboration, co-design, co-production and delivery of quality programme that is relevant, multi-faceted, and embeds plural perspectives.
- Represent the Museum on relevant University, local and regional networks.

Accountability, advocacy and sector leadership

5

- Write and contribute to reports and presentations as required, to disseminate information to funders, stakeholders and interested parties.
- Actively participate in a range of local community, student, creative and research networks, sharing learning and good practice through conference presentations, workshops, blog posts.
- Stay up to date regarding current policy and practice in the areas of responsibility and brief colleagues including senior management as appropriate.

Administration

6

- Write reports and make presentations as required to disseminate information to funders, stakeholders and interested parties.
- Contribute to the Fitzwilliam Museum's role in the sector by actively participating in networks, and sharing good practice through conference presentations, workshops, and publications.
- Work with Communications colleagues to supply event copy for the website, and to ensure relevant event, project and programme information is up to date and accessible on the Learning and Public Programmes webpages.

Any other duties

- 7
- Take responsibility for 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 support of delivery of Fitzwilliam Museum audience-focused programming outside of office hours - evening and weekend working is anticipated as part of the post, flexing hours to suit the needs of the role.

Person Specification

Criteria	Essential	Desirable
Qualifications		
A degree is not required although the role requires significant professional experience in public programming and engagement.	✓	
Skills		
Highly creative, with substantial experience designing and delivering strategies for target audience engagement and participation, especially for adults from a wide range of backgrounds.	✓	
Knowledge of current policy context and awareness of sector good practice in relation to target audience.		✓
Knowledge and understanding of the HE sector and public engagement with research (desirable).		✓
Substantial project management experience, including management of operational budgets, risk assessments, contracting freelancers, negotiating fees and contracts, evaluation, dissemination and preparing internal and external reports for funders.	✓	
Adept at linking collections and current research to big ideas playing out in the national conversation.	✓	
Commitment to supporting and understanding participants with access needs and to ensuring programmes are inclusive, relevant and accessible.	✓	
Confident in your communication skills and ability to communicate with a wide range of people, with tact and diplomacy.	✓	
Ability to work effectively under pressure, to prioritise workload and take initiative.	✓	
Demonstrable administration skills, with a methodical approach and attention to detail and accuracy.	✓	
Confident, relatable communicator able to connect with a wide range of people using a range of communication and writing styles, and confident using different tools and platforms to do so.	✓	
Willingness to support relevant colleagues with the collection of data for the Learning Team in line with GDPR requirements.	✓	
Proactive and self-motivated.	✓	
High level of competence in standard software packages e.g. Microsoft Office, and online events platforms e.g. Teams, Zoom.	✓	
Well organised, able to multitask, with excellent time management skills.	✓	

Experience		
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.	✓	
Able to work as part of a creative, proactive, mutually supportive team, as well as to your own initiative.	✓	
Discretion and ability to handle sensitive and confidential information appropriately and responsibly.	✓	
Proven ability to build and maintain strong working relationships with colleagues at all levels of the organisation.	✓	
Demonstrable experience working with a range of audiences, including community members and foregrounding and representing the work and/or experiences of people of colour, LGBTQIA+ and disability communities, artists and practitioners, academics and researchers, and wider University and student networks, supporting diverse needs and interests.	✓	

Criteria	Essential	Desirable
Additional Requirements		
Ability to function effectively and comfortably in a complex and culturally diverse environment.	✓	
Flexible approach and a willingness to support the occasional delivery of projects and events at evenings and weekends.	✓	
Willingness to collaborate, contribute and learn.	✓	

Behavioural Attributes

This section summarises the behavioural attributes (or competencies) that we expect the role holder to be able to demonstrate, at what level and whether this is an essential or desirable requirement. Full definitions are at: <https://www.hr.admin.cam.ac.uk/policies-procedures/behavioural-attributes>

Please review these and provide specific examples in your application of how you have demonstrated these attributes in your work, education or other experience. It will assist your application if you explain the situation, what you did and what the outcomes were.

Attribute	Level
Valuing Diversity	A
Achieving Results	B
Communication	B
Innovation and Change	B
Negotiating and Influencing	C
People Development	B
Relationship Building	B
Strategic Focus	B

Professional Services Values

Developed by professional services staff, our values underpin everything we do. By living the values in the work we do, we hope to foster an environment where staff feel empowered. The values encourage staff to; work together and share skills to create a sense of community, act with integrity, take an inclusive and fair approach and develop honest and open relationships that are underpinned by our shared values. We encourage applicants to consider these values within their application.



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 between 350,000 and 450,000 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.

Terms of Appointment

Tenure and probation

The appointments will be made on a permanent basis. Appointments will be subject to satisfactory completion of a nine-month probationary period.

Hours of Work and Working Pattern

The hours of work for the position are 29.6 hours per week, working Monday to Friday, pattern to be agreed.

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 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.

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 standard Disclosure and Barring Service (DBS) Check. Any offer of employment we make to you will be conditional upon the satisfactory completion of these checks whether an outcome is satisfactory will be determined by the University

Equality and Diversity

We particularly encourage 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. ^(E)_(SEP)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.

Working Conditions

Museum/office based. Some travel to similar sites may be required. Normal health and safety requirements will be followed.

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.

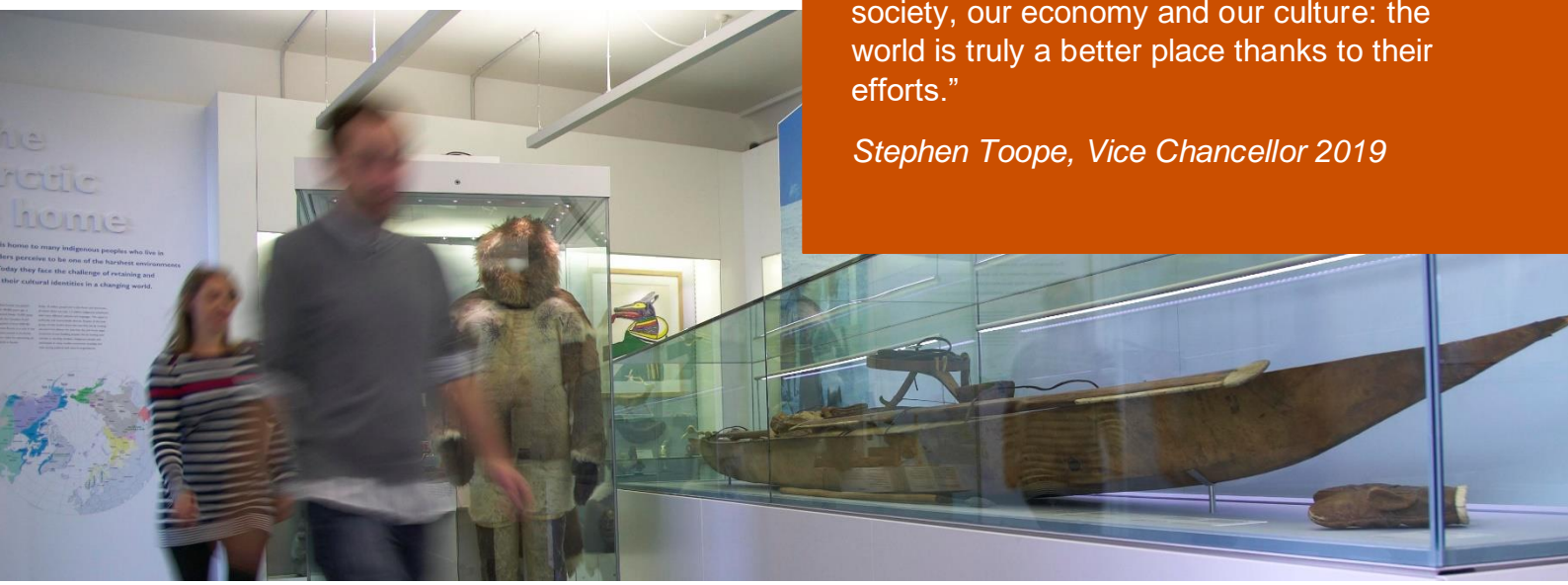
The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic 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 Carey Robinson, Deputy Director, Learning and Public Programmes, at ckr26@cam.ac.uk

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

The closing date for applications: Tuesday 28 May (Midnight)

The interview date for the role: Tuesday 18 June 2024