



The
 Fitzwilliam
 Museum
 CAMBRIDGE



Supporting and funding by
**ARTS COUNCIL
ENGLAND**

Research Associate: Graham Reynolds

Curatorial Fellowship in British Art

Salary: Grade 7

£37,174 - £45,413

Contract:

Fixed term for 3 years

Location:

Cambridge

Faculty / Department:

Fitzwilliam Museum

Responsible to:

Senior Curator: Prints & Drawings

Working Pattern:

Full Time, Monday – Friday

Background and role purpose

The Fitzwilliam Museum was founded in 1816 at the bequest of Richard, Viscount Fitzwilliam, an eighteenth-century collector whose gift to the University included funding for the original building on Trumpington Street, which opened to the public in 1848. Since then, the Museum and its collections have continued to grow, thanks to generations of benefactors. Today, it houses over half a million works of art and antiquities from Europe, the Nile Valley, Middle East, South and East Asia, spanning millennia, and has an international reputation for excellence in research, exhibitions and learning programmes.

The Fitzwilliam Museum is seeking to appoint a Graham Reynolds Curatorial Fellow in British Art from October 2025 to September 2028, to train and develop an early career researcher in curatorial practice around British Art (1700-1950). The Museum holds an important collection of British art, across paintings, drawings, prints, miniature, sculpture, decorative arts and books, spanning the Medieval era through the present day. The three-year fellowship is made possible thanks to the generous support of the Thomson Collection at the Art Gallery of Ontario (AGO), and the fellow will have the opportunity for annual placements at the AGO in Toronto, a national museum within a major multicultural city.

The role holder will gain experience in all aspects of curatorial work, including research methodologies, exhibition-making, communication skills and public programming, and collaborating across the different teams of a museum and gallery. The fellowship would also provide mentoring in professional development, including authoring peer-reviewed publications and grant applications. The role-holder would join a cohort of early career researchers and doctoral students and contribute to vibrant research cultures.

The role holder will contribute ideas and innovative perspectives to the research and curating of the Fitzwilliam Museum's collection of British art, including the significant multi-year research project on the mezzotints of John Constable and David Lucas, which will culminate in a major Constable exhibition (2027).

They will have the opportunity to contribute to other research projects, building partnerships in the University of Cambridge and beyond, and participating in research networks such as the Collections-Connections-Communities initiative. We particularly encourage applicants who will seek to bring new perspectives to these collections, including from under-represented audiences and considering collection histories.



Main duties and responsibilities

Research and scholarship

Conduct and publish high quality, impactful research, suitable for the Research Excellence Framework, on the Fitzwilliam Museum's collection of British art, in line with the Museum's mission. Develop your research through partnerships within the University of Cambridge, including the Collections-Connections-Communities Strategic Research Initiative, University Library, Departments and other research networks (including CRASSH and Cambridge Visual Culture).

- 1 Be prepared and able to communicate material of a specialist nature to non-specialists audiences, and consider methods of engaging audiences around our collections and related research. Support, with colleagues in the Museum and across Cambridge, public programming around our collections.

Plan and manage your own research and administrative activities in efficient and timely fashion.

Curatorial and documentation

Enhance and improve to a high standard and in line with SPECRTUM guidelines, the documentation of British art collections, thereby improving access, working with colleagues in Documentation, digital and IT to add information to the database, and liaising with Photography ensure high quality images are attached to records;

Participate in exhibition and display conception (including the major John Constable exhibition for 2027), planning and delivery, and the authoring of interpretation;

Support and contribute to the care and security of relevant parts of the collections, including ensuring compliance with accreditation policies;

- 2 Respond to public enquiries, facilitate and supervise access to relevant parts of the collection for students, research staff, visiting scholars and the public; liaise with conservation staff regarding object treatment and condition;

Support and contribute to the loan programme, working with the Registrar (Fitzwilliam Museum), liaising with staff at borrowing institutions;

Be familiar with the collections development process, and identify opportunities to propose acquisitions;

Complete a short placement in another Cambridge collection- (museum, library, archive, garden), providing opportunities to understand other forms of curatorial and collections practice.

Audiences & communications

Finding methods of communicating information of an academic, specialist or highly technical nature to non-specialist audiences (public programme, website and social media), and consider methods of engaging audiences around these collections and related research.

Contribute to programmes tailored for specific audiences (e.g. Early Years, Schools etc).

- 3 Contribute to online content including website, podcasts, blogs and other digital resources;

Additional Responsibilities

Promote the interests of the Fitzwilliam Museum, and the Cambridge collections generally, upholding institutional values and contribute, as appropriate, to mission, organisational policies and plans including: financial resilience, diversity and inclusion, anti-racism and environmental sustainability.

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Liaise with the Development and Communications teams to raise the profile of the collections, research, displays and projects providing information and other support for marketing and press material, events, and media as appropriate;

The role holder will participate in Museum meetings and working parties, and contribute to proposals and reports, as appropriate.

Additional information

You will be provided with a computer, desk space and an email address allowing access to software, research resources, libraries and archives, and wider HR and wellbeing support.

You will have access to museum training developed within the Collections & Communities in the East of England doctoral programme, and to other University of Cambridge training for early career researchers, via the Postdoc Academy and Engaged Researcher Training.

Person Specification

Criteria	Essential	Desirable
Qualifications		
PhD, or equivalent level of knowledge and experience, on aspects of historic British art	✓	
Authored outputs (e.g. blogs, articles) related to historic British art	✓	
Skills		
Familiar with MS Office, image and database software	✓	
A flexible, supportive and collaborative team-working style combined with professionalism, respect for others, tact, discretion and fair judgement	✓	
Ability to communicate clearly when speaking to a wide range of audiences	✓	
Ability to prioritise and attention to detail	✓	
Excellent spoken and written English.	✓	
Experience		
Experience of curatorial work in a museum, library or archives		✓
Proven skill in managing workflow to deadlines	✓	
Hands-on experience of handling relevant works of art/objects	✓	
Experience of the principles and practice of museum documentation		✓
Additional requirements		
A commitment to inclusion, anti-racism and environmental sustainability	✓	
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	✓	
Ability to travel in the UK and internationally.	✓	

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.

About the Curatorial team

The curatorial team sits within a vibrant research environment, working with conservators, scientists and practice-based researchers on research projects, displays and exhibitions, and drives forward an active programme of acquisitions. Part of the University of Cambridge, the Museum's staff collaborate on a range of cross-disciplinary projects, working with departments such as History of Art, Archaeology, History, Digital Humanities, Cambridge Public Health, Psychology and the Centre for Family Research.

Terms of Appointment

Tenure and probation

The appointment will be made on a temporary basis.

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

Hours of Work and Working Pattern

The hours of work for the position are 37 hours per week, working five days 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 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 and Security 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. 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

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.

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 Elenor Ling, Senior Curator Prints and Drawings - el275@cam.ac.uk

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

The closing date for applications: 11th July 2025

The interview date for the role: week commencing 28th July 2025



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