



The  
 Fitzwilliam  
 Museum  


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 CAMBRIDGE



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**ARTS COUNCIL  
ENGLAND**



# Conservator (Collections Care)

**Salary: Grade 7**  
£34,863 to £45,163

**Contract:**  
Fixed Term one year (to start as soon as possible)

**Location:**  
Cambridge

**Faculty / Department:**  
Fitzwilliam Museum

**Responsible to:**  
Head of Conservation

**Working Pattern:**  
Full Time, Monday – Friday

## Purpose of the role

The purpose of this role is to carry out and coordinate collections care activities across all the collections at the Fitzwilliam Museum. This includes the Museum site, an offsite store and the HKI Conservation studio at the University Printing House site. The role holder is the museum's expert in preventive conservation and takes the lead in developing new techniques and strategies in that specialism.

The role holder supports display, storage and exhibition projects, as well as the events programme, to manage and mitigate risks to the collection in line with best practice and sector standards. The role holder collaborates with Facilities, Visitor Experience, Events, Conservation, Collections Management and Curatorial colleagues to deliver preventive care for the building and collection. The role holder is a key person in ensuring the requirements of the Arts Council Government Indemnity Scheme for the museum are met.

The role holder monitors environmental and lighting conditions in the museum, undertakes integrated pest management according to an agreed timetable, and provides timely preventive conservation support for temporary exhibitions, to deadlines. The role also includes risk assessing the events programme to minimise risks to the collection. The job includes working closely with the Facilities and Visitor Experience teams to resolve or reduce threats to museum objects.

The role holder supervises conservation students on the Masters in Conservation of Easel Paintings course, or on placement in the museum. The role may include development and delivery of occasional professional internal training and public outreach events related to preventive conservation.

The role holder ensures that the collections can be made safely accessible for both academic study and public enjoyment. In this way, the role holder makes an important contribution to the Museum's mission and strategy, the University's priorities and also regional, national and international initiatives. The role includes contributing information and experience to inform the museum's planning, prioritisation and resource allocation..

The role holder is eligible to act as Duty Conservator during events, as agreed and on an occasional basis.



## Main duties and responsibilities

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|---|---|
| 1 | Environmental monitoring: monitor environmental monitoring data, prepare reports for internal and external purposes including the annual State of the Environment Report for the Arts Council Government Indemnity Scheme; respond to issues and liaise with the Facilities team to resolve; monitor light levels across the museum, identify risks and instigate mitigations where possible, provide collections care advice during lighting replacement projects. Lead on development and delivery of light budgeting processes and procedures  |
| 2 | Pest monitoring: manage the integrated pest management programme to an agreed timetable, including undertaking trap and visual checks, responding to visual sightings from other staff, recording and analysing all data, writing reports as needed, advising on treatment methods and instigating when required, raising awareness among colleagues.   |
| 3 | Emergency planning: as part of the emergency planning working group, contribute to reviewing the Museum's emergency plan; contribute to training programmes for all staff.  |
| 4 | Maintaining records and equipment: manage collections care documentation, ensuring relevant information is updated on the collection management system (Axiell); prepare H&S risk assessments for processes used in collections care work; contribute to regular review of collections care policies and procedures; undertake equipment calibration checks, organise recalibration and repair, maintain records.   |
| 5 | Advising on collections care matters: advise on collections care risks and mitigations for internal, educational and commercial activities, working closely with Events and outreach coordinators; act as Duty Conservator for out-of-hours events as required; advise on housekeeping programmes undertaken by Visitor Experience, Facilities and Collections staff; advise on display methods and case specification, undertaking air exchange tests when required; support colleagues and Registrars with advice on conditions for loans.  |
| 6 | Teaching and supervision: Supervise and teach students on the HKI Masters in Conservation of Easel Paintings programme how to deliver a collections care project based in the museum which will contribute to their final degree. Devise and deliver collections care training to Fitzwilliam Museum staff; supervise conservation interns, volunteers and students of preventive conservation within the Fitzwilliam Museum; occasionally assist with professional development events offered to colleagues within UCM, especially those related to emergency planning; occasionally devise and carry out or assist with public outreach activities which focus on collections care. |
| 7 | Plan and organise own day-to-day activities; keep abreast of current state of the profession and best practice; some routine administration and purchasing in connection with the role.   |

# Person Specification

Criteria	Essential	Desirable
<b>Education</b>		
A demonstrable track-record of preventive care for mixed collections in a historic house setting.	✓	
Strong understanding of conservation principles and ethics in line with current best practice.	✓	
Experience of COSHH regulations and Health and Safety requirements,	✓	
Experience of the Hanwell environmental monitoring system		✓
Experience of emergency planning		✓
Knowledge of the requirements of the Arts Council England Government Indemnity Scheme.		✓
Experience with planning and/or implementing light budgeting processes and procedures		✓
<b>Skills</b>		
Ability to carry out conservation risk assessments.	✓	
Ability to work fairly independently and manage own work-flow to deadlines.	✓	
Within projects and programmes, ability to balance differing collections care demands and to both prioritise and multi-task, with input and support from colleagues.	✓	
Integrated Pest Management for conservation	✓	
Environmental and light monitoring in a historic house or museum context	✓	
Good standard of IT literacy including Excel, collections management databases	✓	
Teaching and supervision of conservation students	✓	
<b>Qualifications</b>		
A conservation qualification or equivalent experience	✓	
<b>Additional Requirements</b>		
Occasional out-of-hours working providing duty conservator cover for events, on a voluntary basis	✓	
Occasional work at an off-site store and an off-site conservation studio, both within walking distance of the museum site.	✓	

# 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 between 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 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/>



# Terms of Appointment

## Tenure and probation

The appointment will be made on a Fixed-Term basis of one year, to start as soon as possible. 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 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/](http://www.pensions.admin.cam.ac.uk/).

## Annual leave

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

## General information

### Right to work in the UK

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it.

## Health declaration

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

## Qualifications

The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you 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. 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.



# 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](http://www.jobs.cam.ac.uk) by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

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

Informal enquiries are welcomed and should be directed to 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: 23<sup>rd</sup> February 2025  
(midnight)

The interview date for the role: 7<sup>th</sup> March 2025