



# THE NATIONAL GALLERY

## HEAD OF RESEARCH

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Saxton Bampfylde

THE NATIONAL  
GALLERY EXISTS  
SO THAT PEOPLE  
CAN ENGAGE  
WITH GREAT ART.

It is a public museum with a  
uniquely important collection of  
pictures for the benefit of all.



# ABOUT THE NATIONAL GALLERY



1901  
WOMAN WITH A BOOK  
1901  
Oil on canvas, 100 x 130 cm  
The National Gallery, London  
© The Trustees of the National Gallery, London

*'Who is there, among the gods  
Nothing is made with nothing'*  
JEAN-AUGUSTE-DOMINIQUE INGRES



## ABOUT

The National Gallery constitutes a living legacy of humanity's highest cultural achievements in painting and is an inestimable resource for understanding the world as we have inherited it. It tells a coherent story of European painting spanning seven centuries and reflects how artists and the societies in which they lived have responded to myth and religion, history and contemporary events, landscape and the human form, and to the tradition of art itself; it is the Gallery's responsibility to share this resource with the widest possible audience.

Established in 1824, the National Gallery is a national responsibility ultimately underwritten by Parliament. A quarter of a century ago, the Gallery's statutory responsibilities were set out:

- To care for and add to the collection;
- To display it for the public;
- To advance scholarship and research, and;
- To promote enjoyment and understanding.

Millions of people now visit the National Gallery every year and many more are reached online; the Gallery is committed to being a place of learning and enjoyment, and as a source of inspiration for this and future generations. From its inception, the National Gallery has been free to visit in alignment with the belief that free admission represents a commitment to the public which must be reaffirmed and developed, a commitment to visitors of all ages, from Britain and abroad, and from all walks of life.

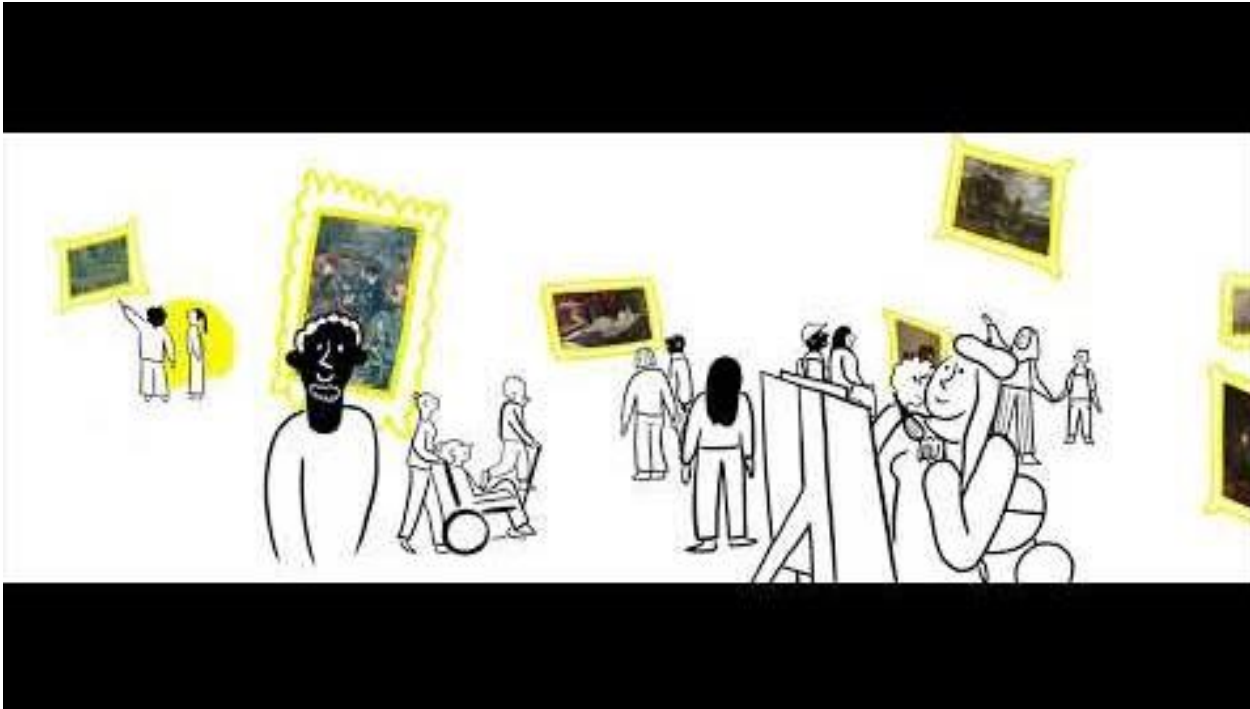


The National Gallery has an important role to play in enabling people to understand and negotiate the changes that society is undergoing by providing long-term historical perspective, mediated access to works of art of great significance and beauty, and a safe environment for reflection on questions of identity, beliefs, and on the relationship between the past and present.



# NG200

200 YEARS OF THE NATIONAL GALLERY



THE NG200 PROJECT HAS BEEN CONCEIVED TO CELEBRATE THE GALLERY'S BICENTENARY IN 2024.

It will see the launch of an exciting programme of exhibitions and events across the UK, and also includes a suite of capital projects that will improve the Gallery's buildings and services for the people who visit now and those who will in the future.

The Gallery has charitable status and is a non-departmental public body sponsored by the Department for Culture, Media & Sport. Dr Gabriele Finaldi, the Director, acts as the Accounting Officer.

The Gallery is governed by a Board of Trustees, who hold the pictures in trust on behalf of the nation.

Under the overall leadership of the Director, the Gallery's employees work across the following structure:

- Collections: Curatorial, Art Handling, Conservation, Scientific, Collection Registrars, Framing, the Research Centre and Photography & Imaging
- Chief Operating Officer: Human Resources, Buildings & Facilities, Operations, Finance, and Digital, Communications and Technology
- Development: Principal Gifts, Trusts & Individual Giving, Development Operations and Corporate Development
- Public Programmes and Partnerships: Exhibitions, Learning & National Programmes

The Gallery currently employs approximately 280 full-time and part-time employees. A significant portion of the Gallery's services is handled by a range of commercial partners, who provide in-house and front-of-house services. The Gallery is supported by the activities of the National Gallery Company Ltd., a commercial entity which contributes financially to the National Gallery. It is owned and operated by the National Gallery Trust, an independent Trust which generates and manages additional charitable contributions to the National Gallery.



# THE ROLE





## THE ROLE

Research has always been part of the National Gallery's identity, central to our public role and embedded within our constitutional responsibilities. Our research enables us to care for and protect priceless masterpieces for future generations; it allows us better to understand diverse, complex and sometimes contested histories and narratives behind our paintings; and it facilitates new understanding of how best to engage with our diverse audiences who range from scholars and specialists to first-time gallery visitors of all ages.

The Head of Research is a pivotal leadership role responsible for reviewing and implementing the Gallery's research agenda, ensuring development and broadest possible dissemination of the generated knowledge related to the Gallery's collections, programmes and designated research strands. This role involves overseeing and coordinating research activity, both within the newly instituted Research Department and across the multidisciplinary team of Gallery-based researchers. Responsibilities will include fundraising, management and advocacy for

research, as well as fostering of collaborations and partnerships with external academic and cultural institutions nationally, internationally and globally, together with networking and engagement with funding bodies. The Head of Research contributes to the Gallery's mission by advancing scholarly research and its wide dissemination, whether through analogue or digital channels; enhancing public understanding and enjoyment; and supporting the preservation and interpretation of cultural artifacts.

This year the Gallery celebrates its bicentenary with a festival of creative art-related events across the nation. To mark this milestone in our history, and as part of the NG200 Welcome programme, we are undertaking significant capital works at the heart of the National Gallery site, which includes the creation of a new Research Centre by spring 2028. The successful delivery of this capital project is a key responsibility for the Head of Research over the next 3 years.



## ROLE DESCRIPTION

### Main duties & responsibilities

#### Strategic Leadership

- Implement and review the National Gallery's research strategy, aligning it with the gallery's mission, other agreed strategies, policies and long-term objectives.
- Identify and embed priority research areas that will enhance the Gallery's collections, exhibitions and displays, publication and educational programmes, and website and other digital presence, as well as embed its global reputation.
- Collaborate with Gallery leadership to ensure deep understanding of the purpose and benefit of research and act as liaison point for the governance of research through managing the Gallery's reconstituted Research Committee.
- Support and motivate staff across the Gallery to propose research projects and write applications to maximise research potential.
- Work with Gallery-wide departments to ensure coordination of research, including facilitating the development of stimulating and worthwhile new projects, and the integration of Gallery scholarship into displays, exhibitions, publications and public programmes, through analogue and digital channels.

The Head of Research has two direct reports, the Chief Librarian and Archivist and Senior Researcher. They both have teams reporting to them.

#### Research Management

- Oversee and support the planning, funding proposals, financing, design, management and dissemination of research projects related to the Gallery's collections, exhibitions, partnerships, and other initiatives.
- Oversee research administration related to Independent Research Organisation status or other reporting to funding bodies.
- Build relationships and engagement with funding bodies to keep abreast of the research-funding landscape and to identify opportunities or alignments with the Gallery's research ambitions.
- Ensure that research outputs are of the highest academic and scholarly standards and are widely disseminated through a systematic programme of conferences and colloquia, etc. and through esteemed publication outlets, whether inhouse or otherwise, as journals, books or other media.
- Manage the research departmental budget, ensuring effective allocation of resources and seeking to secure further targeted external funding and grants, both in the longer and shorter term.
- Work with the Gallery's Communications teams to ensure that Gallery research becomes widely known to as many diverse groups externally as possible.

#### Business Acumen

Responsible for leading as well as supporting grant applications and other income generating initiatives.

Develop a business model for the new Research Centre which maximises the use of all facilities (seminar space, lecture theatre, artist studio, library and archives) and creates new profitable income streams for the Gallery.

Collaborate with other departments in the Gallery to ensure that financial risks and opportunities are properly managed.

## ROLE DESCRIPTION

### Team Leadership

- Responsible for setting goals and objectives for the Research Department and ensuring that they are met.
- Provide guidance and support to departmental staff and be responsible for their professional development and performance management.
- Coordinate and support research-active staff and external researchers, fostering a collaborative, harmonious and fruitful work environment, where creative thinking thrives.
- Encourage a culture of research generally, and interdisciplinary research and collaboration in particular across different departments within the Gallery.

### Collaboration and Partnerships

- Develop new as well as maintain existing relationships nationally, internationally and globally with academic institutions, research organizations,
- cultural bodies, and museums and galleries to foster collaboration and knowledge exchange.
- Lead and promote particular national, international and global research programmes, networks and partnerships to generate and disseminate new knowledge about our collection.
- Represent and promote the National Gallery and its research to its peers in national, international and global research networks, conferences, and symposia.

- Engage with external stakeholders, including donors, policymakers, and the general public, to promote the Gallery's research initiatives.

### Innovation and Thought Leadership

- Stay abreast of the latest research methodologies, digital tools, and technologies in the fields of art history, museum studies, heritage, and cultural research.
- Promote the use of appropriate innovative research methods and approaches to enhance the Gallery's research capabilities, impact and reputation.
- Contribute to scholarship within their own area of expertise by publishing research findings, curating scholarly activity and events, and participating in public debates.

### Compliance and Ethics

- Ensure that all research activities adhere to ethical standards, legal regulations, and the National Gallery's policies, particularly concerning the handling of cultural artifacts and human subjects.
- Promote ethical research practices and ensure compliance with international standards in museum and gallery research and heritage preservation.

### Key Deliverables

- Successful and timely implementation of the National Gallery's research strategy.
- Successful delivery of the refurbished Research Centre as Phase II of the Gallery's Bicentenary capital building project.
- Team performance and professional development especially within the newly created Research Department.
- Contribution to the Gallery's research and public programmes, including publications, conference, exhibitions and digital material of the highest quality and impact and which is widely disseminated.
- Measurable increase in funding for research at the Gallery.
- Qualitative increase in relevant holdings in the Gallery's Library and Archives.
- Stakeholder satisfaction and successful national and international partnerships.

### Key Relationships

- Director
- Director of Collections and Research
- Director of Digital Innovation and Technology
- Director of Development
- Trustee/staff members of the Research Committee
- Head of Scientific
- Head of Curatorial
- Head of Conservation and Keeper

## PERSON SPECIFICATION

- A PhD. or advanced degree in Art History or a relevant field such as History and Museum Studies, or a related discipline.
- Demonstrable significant experience in a leadership role working on museum and gallery research, academic research, or a related field, including an understanding of working with libraries and archives.
- Demonstratable experience in successfully managing complex research projects, preferably within an art gallery, museum or cultural institution.
- Proven track record of securing research funding and managing research budgets, with demonstrable experience of leading income generating initiatives.
- Strong strategic thinking and organisational skills.
- Excellent leadership and team management abilities.
- Excellent communication and presentation skills, with the ability to engage diverse audiences.
- Expertise in research methodologies, archival research, and the interpretation of cultural artifacts.
- Ability to translate research findings into compelling narratives for public outcomes and outputs, such as displays, exhibitions, publications, conferences and digital content.
- A deep passion for museum and cultural heritage work.
- High level of integrity and professionalism.
- Strong commitment to scholarly excellence and public engagement.
- Ability to work in a dynamic, multidisciplinary environment.
- Collaborative and inclusive mindset, with a dedication to fostering teamwork and partnerships.
- Strong commitment to environmentally sustainable approaches to research management and dissemination.



## TERMS OF APPOINTMENT

The salary for the role will be £73,688 pa.

### Other benefits include:

- Occupational defined benefit scheme (Civil Service Alpha, details available through the Civil Service website); transfer from another Civil Service employer with an existing scheme (e.g., Classic) will be recognised.
- Pay increases are dependent upon government public sector pay policy and affordability, and the Gallery's pay settlement arrangements.
- Annual leave entitlement begins at 248.5 hours pro rata (inc Public and privilege holidays), rising to 283.5 hours (inclusive) at five years' service.
- Flexible benefits from one months' service, including discounts, holiday trading, cycle to work and other benefits which vary from time to time according to availability via the Gallery's reward platform scheme.
- Possibility of flexible working arrangements.
- Participation in the reciprocal arrangement between cultural institutions for free entry.
- Employee discount in the Gallery's retail and catering outlets, as well as a number of outlets in the vicinity of Trafalgar Square.
- Free tickets to Gallery exhibitions, up to four to share with friends and family.
- Employee Assistance Programme and Occupational Health available.



## HOW TO APPLY

**Saxton Bampfylde Ltd is acting as an employment agency advisor to the National Gallery on this appointment.**

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code PBBRCA.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on Monday 18th November 2024

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

Saxton Bampfylde

