



Together we make it V&A

V&A South Kensington  
Senior Conservator (Ceramics and Glass)

V&A

# Senior conservator (Ceramics and Glass)

<b>Reports to</b>	Lead Conservator (Sculpture, Ceramics and Glass)
<b>Department</b>	<b>Conservation</b>
<b>Line Management</b>	None
<b>Principal Location</b>	V&A South Kensington
<b>Hours</b>	36 hours per week
<b>Salary</b>	£39,410 - £52,547
<b>Work pattern</b>	Monday to Friday
<b>Contract</b>	Permanent





# Who we are

The V&A is a family of museums dedicated to the **power of creativity**. Our mission is to **champion design and creativity** in all its forms, advance cultural knowledge, and inspire makers, creators and innovators everywhere. We share a 5,000-year-old story of creativity through **exhibitions, events, educational programmes, digital experiences, conservation, research**, and an ever-evolving national collection of over 2.8m objects spanning **every creative discipline**.

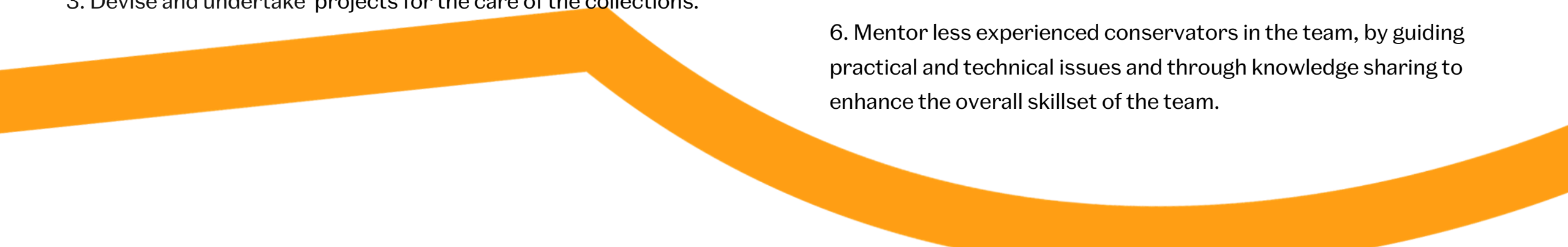
The mission of the **Collections Care and Access** division is to manage, preserve, and provide access to the V&A's collection in both physical and digital format, working across multiple V&A sites, at South Kensington, Bethnal Green and in Stratford. The division is made up of the following departments: Conservation, Technical Services, Collections Management, Photography and Digitisation and Collections Access. **The Conservation Department** brings excellence and innovation to the long-term care of the V&A's collections, supporting access to the collections, the V&A's public programme, and care of collections research initiatives.



# About the role

The Senior Conservator (Ceramics and Glass) demonstrates an excellent understanding and practical knowledge of ceramics and glass related materials as well as mix media objects, their degradation processes and conservation techniques. They undertake all aspects of preventive and interventive conservation in this field and are able to evaluate conservation problems, develop solutions and produce practical work and documentation to high standards. They have good experience in forward planning, prioritising, and delivering to deadlines objects for new gallery developments, exhibitions, loans, displays, and collections care. They also have a sound knowledge of scientific analysis and techniques to allow technical examination of objects with the aim of contributing to an understanding of their history and technique.

**Key responsibilities** are listed below:

1. Conserve objects for loans, temporary exhibitions and permanent display (focus on ceramics and glass).
  2. Advise on the care and conservation of collections (focus on ceramics and glass).
  3. Devise and undertake projects for the care of the collections.
  4. Contribute to the conservation of materials/object types outside own area of expertise, as necessary.
  5. Manage and supervise work of external conservators when using V&A facilities and/or working on V&A collections, on a project basis.
  6. Mentor less experienced conservators in the team, by guiding practical and technical issues and through knowledge sharing to enhance the overall skillset of the team.
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# About the role

7. Underpin care of the collection through documentation, surveys, data collection, analysis, and research (as directed by the Lead Conservator and in collaboration with the Lead Conservation Scientist).

8. Collaborate with the Preventive Conservation team developing new preventive measures, as appropriate.

9. Maintain high-level knowledge of conservation practices to ensure knowledge sharing and advise is up-to-date with current theory and practice.

10. Support the Conservation Operations team in planning, scheduling, monitoring, and delivering conservation services for exhibitions, projects and loans, ensuring high-quality standards at all times.

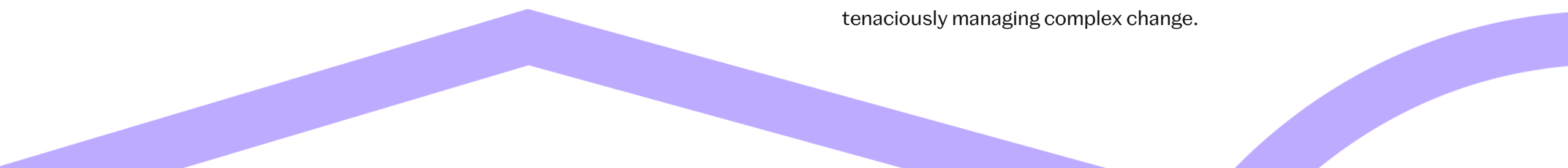
11. Support the Lead Conservator in maintaining studio upkeep and efficient use of space, equipment, materials and resources.

12. Responsible for Health and Safety, regularly review COSHH, risk assessments, method statements and working practices. Ensure Health and Safety compliance is integral to the culture of all Conservation activities.



# What we're looking for

## Job Specific Skills:

- Qualification at MA level or above in a recognized conservation training programme, or equivalent experience.
  - Proven expertise within conservation of ceramics and glass with demonstrable research and critical thinking skills, international reputation and external professional networks, collaborations and peer reviewed publications.
  - Demonstrable extensive practical conservation experience of the material relevant to the specialism of the role (Ceramics and Glass)
  - Able to demonstrate level-appropriate practical conservation experience.
  - Strong ability to evaluate conservation problems, develop solutions that are both appropriate and achievable within the available resources of time and staff, whilst ensuring practical work and documentation is of a high standard.
  - In depth knowledge of Health and Safety legislation, implementation and compliance.
  - A clear understanding of the wider context of museums as institutions in the current political context, and the external and internal influences that may affect the role of Conservation in delivering objectives.
  - Experience of leading and developing high performing teams and able to demonstrate previous experience of successfully and tenaciously managing complex change.
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# What we're looking for

## Core Skills:

- Excellent standard of written English and highly numerate with the ability to carry out complex numerical analysis
- Experience of communicating clearly, with the ability to adapt your communication style for different groups
- Significant experience of managing and prioritizing a high workload and multiple complex issues and tasks in a changing environment with tight deadlines
- Experience of using MS Office and other relevant IT systems to an intermediate / advanced level

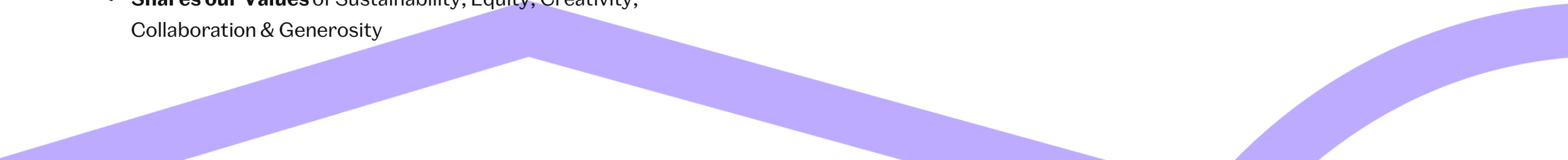
## Desirable:

PACR accreditation (or equivalent).

Knowledge of the V&A and its collections.

# What we're looking for

Behaviours:

- **Respects** others' expertise, time, perspectives and contribution.
  - **Takes responsibility** for delivering on actions, achieving high-standards and learning from mistakes
  - **Open to change**, new ideas and suggestions; looks for opportunities for improvement and self-development
  - **Works with others** outside their own department in a collaborative, understanding, and, engaging way
  - **Actively leads** and manages others, taking ownership of corporate decisions and role models positive behaviours.
  - **Shares our Values** of Sustainability, Equity, Creativity, Collaboration & Generosity
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# Why work here

We strive to integrate **equality, diversity, and inclusion** consistently and naturally into all our activities.

We are proud to be an **open, tolerant, and diverse** organisation. We want to do more to welcome a broader audience and develop a more diverse workforce.

We work closely with **our staff networks** to develop our employee experience.

The V&A values are **Equity, Sustainability, Generosity, Collaboration and Creativity.**

We are committed to a strict **zero tolerance policy on any discrimination, harassment or bullying.**

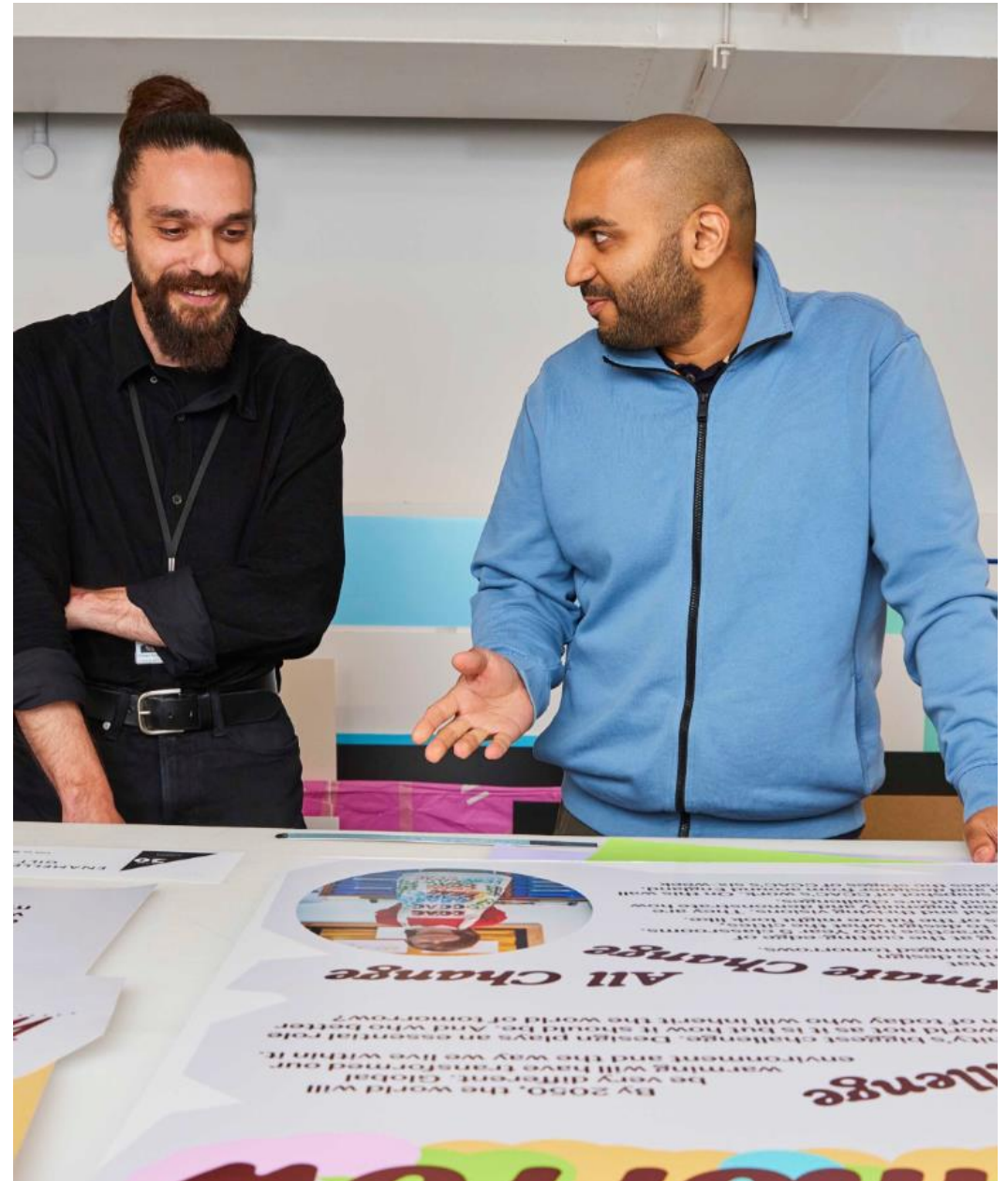
## **Disability Confident**

We are committed to guaranteeing an interview for applicants who declare they have a disability and meet the minimum criteria for the role.



# What we offer you

- **29** days of holiday + public holidays each year
- **5.5%** employee pension contribution, **10%** employer pension contribution (*post-probation*)
- Life assurance scheme (*to value of 4 x annual salary*)
- Family-friendly policies e.g. enhanced maternity + paid carers leave
- An interest-free loan for a travelcard, bike, or for a deposit if you're renting (*post-probation*)
- Free sanitary products for all employees across our sites
- Free entrance to many major museums and exhibitions
- Benefits platform offering discounts at major retailers
- Socials events, such as staff summer and Christmas parties
- An Employee Assistance Programme – free and confidential services to provide support
- Tickets to V&A exhibitions for you, your friends or family + 25% discount on V&A shops and cafes





# What next

**Apply here** [Careers · V&A](#)

**Application Deadline** 18 May 2025

We operate anonymous shortlisting at the V&A. This means that the manager cannot see your name, contact information, or equality data when shortlisting your application.

We are a Disability Confident Employer offering guaranteed interviews to those who declare their disability and meet the job criteria under the Disability Confident Scheme.

**Interview/Assessment days** 10 & 11 June

**Potential Start Date** tbc

## Any Questions?

Contact our Recruitment team at [careers@vam.ac.uk](mailto:careers@vam.ac.uk)



Thank you

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