



Together, we make it V&A

Multisite
Senior Photographer

V&A

Senior Photographer

Reports to	Head of Photography and Digitisation
Department	Collection Care and Access
Line Management	Yes
Principal Location	V&A Museum, London
Hours	36h per week, excluding breaks
Salary	£40,770
Work pattern	Mon-Fri
Contract	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 Photography and Digitisation department serves as a visual hub for the V&A, operating across multiple sites. The team undertakes imaging of the museum collections, its activities, people, and estate that are used for collections management, public access, exhibition catalogues, V&A publications, commercial sales and press and marketing activities. The team also covers work for external partnership publications commissioned by the V&A and is responsible for the programme management and coordination of digitisation and cataloguing initiatives across the museum and supporting the governance of this work.

About the role

Senior Photographer will **supervise a team of junior photographers** and photographers based across the V&A family of sites. Regular travel to **V&A Wedgwood, Constantine West, V&A East, V&A Storehouse and YV&A** is required to provide training and guidance to ensure image output quality meet V&A Photography and Digitisation standards. The Senior Photographer will liaise between the different project functions and **make crucial decisions to address strategic issues to ensure timelines and milestones are met**. They will regularly support the Head of Photography and Digitisation in delivery of department strategy and vision and daily operation.

1. Train, supervise and manage a team of junior photographers and photographers across the V&A family of sites.
 2. Liaise closely with project staff on large-scale digitisation projects and make strategic decisions to ensure targets and timelines are met.
 3. Liaise with other museum staff at the V&A for information on publications, projects, and assignments.
 4. Maintain studio facilities, equipment, and materials in accordance with departmental standards and provide support to Head of Photography and Digitisation in planning for equipment continuity.
 5. Be committed to health and safety and ensure familiarity with all the Museum's health and safety policies and procedures.
 6. Fulfil photography requests and deliver high-quality images to time and brief.
 7. Keep accurate production and imaging records and produce reports, as required by project and line management.
 8. Be security conscious, ensure familiarity and co-operation with all museum security procedures and ensure you always wear a security pass when on museum premises.
 9. Manage and supervise work of external contractors when using V&A facilities and/or working on V&A collections, on a project basis.
 10. Manage and mentor less experienced photographers and digital imaging assistants, by guiding practical and technical issues and through knowledge sharing to enhance the overall skillset of the team.
 11. Promote equality and diversity in all aspects of your work by developing and maintaining positive working relationships, ensuring that colleagues are treated fairly and with respect and dignity.
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What we're looking for

- Strong ability to evaluate photography and digitisation problems in the wider context of a digitisation project, develop solutions that are both appropriate and achievable within the available resources of time and staff, whilst ensuring practical work is of a high standard.
- Skills
- Ability to obtain aesthetically pleasing and accurate images of museum objects and make creative and technical judgements and decisions on matters relating to photography and the photo studio within policy and precedent
- Good interpersonal and communication skills, with the ability to adapt your communication style for different groups to liaise with other museum staff on photography issues and solutions.
- Experience of training and supporting professional photographers working in a cultural heritage environment.
- Able to work efficiently and with minimal supervision to manage demands on time to meet deadlines.
- Understanding of working in a project environment across multiple sites and teams. Ability to manage and prioritise a high workload and multiple complex issues and tasks in a changing environment with tight deadlines.
- Proven professional experience working as a photographer in a cultural heritage environment with demonstrable critical thinking and management skills.
- Be proficient in the use of digital photography workflows, lighting equipment and image processing software.
- Ability to obtain aesthetically pleasing and accurate images of museum objects and make creative and technical judgements and decisions on matters relating to photography and the photo studio within policy and precedent.
- Takes responsibility for delivering on actions, achieving high-standards, and learning from mistakes.
- Open to change, new ideas and suggestions; willingness to learn and look for opportunities for improvement and self-development.
- Respects others' expertise, time, perspectives, and contribution.
- Works with others outside their own department in a collaborative, understanding, and engaging way.
- Takes pride in delivering work to the highest standard and pays meticulous attention to detail.



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

[Vacancies at the V&A · V&A](#)

Application Deadline

29 June 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.

Any Questions?

Contact our Recruitment team at careers@vam.ac.uk



Thank you

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