Conservator (Paintings)

RECRUITMENT PACK

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Conservator (Paintings)

Directorate	Collections & Research
Department	Collections Care
Reporting To	Lead Conservator (Paintings & Paper)
Salary	£34,791 per annum
Contract	Fixed term for up to 2 years
Working Hours	37 hours per week
Probation Duration	6 months
DBS Check Required	Basic
Holiday Entitlement	30 days plus public holidays
Location	Liverpool (Midland Railway Building)
Closing Date & Time	Thursday 19 November 2026 at 12 noon
Interviews	Thursday 3 December 2026

About the Role

We're looking for a Conservator (Paintings) with substantial experience in the conservation of a wide range of easel paintings to join our Conservation team.

Reporting to the Lead Conservator (Paintings & Paper), you will be responsible for the care, treatment and long-term preservation of paintings within our collections. You will also play a key role in making the collection accessible, contributing to displays, exhibitions, interpretation, research, online content and publications, as well as responding to public and specialist enquiries.

You will support our programme of national and international loans by assessing and preparing paintings, and providing advice to ensure they travel safely and are displayed appropriately.

You will also contribute to the day-to-day running of the Paintings Conservation Studio, including maintaining equipment, ordering conservation materials and carrying out relevant health and safety risk assessments.

Key Responsibilities

- Assess, survey and research paintings within the collections, carrying out practical conservation treatments to a high professional standard across a range of types and periods.
- Undertake condition checks for paintings and other collection objects for exhibitions, including both in-house works and loans.
- Provide expert advice on the display, storage, environmental conditions, handling, packing and transport of paintings, in line with professional conservation standards.
- Advise and support Curators and Registrars in assessing loan requests and preparing paintings for loan, travel and display.
- Act as a courier for works travelling on loan, as required.
- Ensure all work records and documentation are completed accurately and to the required standards.

- Contribute to the documentation of collection condition assessments and treatments in the collections database (Mimsy XG) and object files, including methods, processes and outcomes, condition reports, technical photography and results of scientific analysis.
- Act as a Conservation Environmental Representative, working closely with relevant venue Curators.

You'll Be Expected To

- Adhere to the standards expected of all public services as defined by the HM Treasury publication "Managing Public Money". Those standards are honesty, impartiality, accountability, openness, accuracy, reliability, transparency, objectivity, integrity and fairness.
- Assist in developing and implementing our commitment to Equality, Diversity & Inclusion and promote non-discriminatory practices in all aspects of work.
- Continue to grow your knowledge and skills through the undertaking of professional development, which is established with your manager through an annual performance development review.
- Fully understand and adhere to all of National Museums Liverpool's policies, procedures and guidelines in your day-to-day work**,** including Security, Health & Safety, Equality & Diversity and Safeguarding. You will also actively uphold the Museums Association Code of Ethics.
- Perform additional duties from time to time, as required.

People Management

- No people management responsibilities; however, you may be required to plan and deliver programmes for volunteers, students and interns, or contribute to training, development and research activities. This may include supervising student placements.

Impact & Influence

- Implement National Museums Liverpool's collections management policies and procedures for the care and conservation of paintings, advising colleagues on best practice for the safe handling, packing, transport and display of works.
- Identify priorities for the remedial conservation of paintings and develop budgets and schedules in liaison with the Lead Conservator (Paintings & Paper), the Head of Conservation and project managers, as required.

Decision Making

- Identify and prioritise conservation needs for paintings, planning appropriate interventions in line with organisational priorities.

Communication & Networking

- Work alongside internal colleagues and external freelance specialist conservators, as required.
- Raise public awareness by representing National Museums Liverpool externally at relevant conservation organisations, groups and conferences.

- Work with colleagues across the organisation to promote collections care, including events and activities that may be aimed at the public.
- Communicate with Curators, Exhibitions teams and project teams regarding requirements for the display and transport of paintings.
- Work with Registrars and Exhibitions Project Managers to produce specifications for transport crates for loans.

Resource Management

- Identify and plan care requirements for paintings in our collections, including those for new loans and exhibition projects.

Experience & Knowledge

- Knowledge and experience aligned to the proficient level of the professional standards for conservation.
- Substantial experience in the conservation of paintings, including condition assessment, treatment and documentation for exhibitions.
- A broad range of experience in practical conservation treatments for works on canvas and panel.
- A track record of independently assessing and preparing paintings for loan.
- Icon Professional Accreditation is beneficial and we support those working towards accreditation.

Skills

- Good planning skills, with the ability to prioritise workload effectively.
- Knowledge of safe handling procedures for paintings and historic frames.
- Strong technical skills, including image processing and use of collections management systems.
- Proficient using Microsoft Office 365 applications (i.e. Microsoft Word, Outlook, Excel, and PowerPoint).

Behaviours & Competencies

- Excellent written, interpersonal and communication skills, with the ability to build strong relationships across different teams, both internally and externally.
- Ability to work independently, as well as part of a team.
- Commitment to lifelong learning.

Additional Information

- The main place of work will be Liverpool (Midland Railway Building), based in the Paintings Conservation Studio. You may also be required to visit the following locations:
    - other National Museums Liverpool gallery venues and storage areas to examine paintings.
    - external venues housing long-term loans to carry out examinations and condition checks, both within and beyond the Merseyside area.

- The Paintings Conservation Studio contains a dedicated X-radiography compound. Subject to your willingness and suitability, you will be trained to

use this as a Classified Worker, under the guidance of the Radiation Protection Supervisor for X-radiography (currently the Lead Conservator (Paintings & Paper)), in line with Health and Safety Executive guidelines.

We work in line with the Disability Confident scheme and are committed to actively promoting and implementing equality of opportunity in all that we do. We value diversity and treat everyone fairly and equally. We ensure our recruitment process is inclusive and accessible, and we welcome applications from all backgrounds. We support our staff through unexpected life changes by providing an Employee Assistance Programme and reasonable adjustments that enable continued employment.

This job description is intended as a guide to the nature of the work required of the prospective employee. It is neither wholly comprehensive nor restrictive and therefore does not preclude change or development that may be required in the future.

Employee Benefits

Staff Groups & Committees

- Civil Service Pension Scheme
- 35% staff discount in all our Cafés
- 25% staff discount in all our Shops
- Employee Assistance Programme
- Employee Recognition Schemes (including a Good Deed Feed)
- Employee Benefits Portal: High Street discounts, retailer discounts, locally negotiated discounts, Cycle to Work Scheme, Travel Loan Scheme, Eyecare Scheme and Smart Pay Scheme
- Access to The Charity for Civil Servants
- Access to the Civil Service Sports Council (CSSC)
- Comprehensive training and development
- Recognition of two Trade Unions
- Equality Diversity & Inclusion (EDIG)
- Global Ethnic Majority (GEM)
- Disability & Mental Health
- Emeriti
- LGBTQ+
- THRIVE Engagement
- Ethics
- Environmental & Sustainability Taskforce

How to Apply

If you're still interested in becoming part of National Museums Liverpool, then what are you waiting for? You can apply for this role through our online recruitment platform before the closing date.

Don't forget to provide an up-to-date CV along with a supporting statement completed within the application form that outlines why you're suitable for this role – highlighting relevant experience, knowledge and skills in response to the requirements set out in the recruitment pack above.

If you require an alternative method of application, or assistance with our online recruitment platform, please contact the People Team at Recruitment@liverpoolmuseums.org.uk.

Candidates who have concerns about the recruitment or selection process, including potential breaches of our policy or issues relating to fairness, accessibility, safeguarding or conduct, should raise these with the People Team in the first instance via the email address above. Concerns will be handled sensitively, reviewed promptly, and responded to in line with National Museums Liverpool's commitment to fair and transparent resourcing practices. Where appropriate, matters may be escalated in accordance with our wider governance and safeguarding procedures.

Get to Know Us

Our people are at the heart of National Museums Liverpool, and each employee makes a

difference every day. Together we create memorable experiences for everyone and challenge expectations.

We pride ourselves on being a place for everyone, where we can be our true selves in a supportive environment and do our best work. We are always aiming higher, aspiring to be more representative of the communities we serve. Through our people, we are building a culture that embeds trust, respect and inclusion, helping us to evolve as an organisation every day.

With seven extraordinary museums and galleries housing and caring for over 4 million objects of international importance, exciting exhibitions, exquisite events and imagination-inspiring learning, we are certainly never dull. We hold in trust and safeguard some of the world's greatest museum collections, which are universal in their range – covering everything from archaeology and ethnology to natural and physical sciences, fine and decorative arts, maritime, social and industrial history.

Whether you work in our shops and cafés, at our events, in our visitor experience, engagement, producing and communicating teams, or curating and caring for our collections, you can be sure of an interesting, engaging and encouraging environment in which to thrive and be proud.

You should find everything you need in this recruitment pack to help you decide whether you share our values and possess the right skills, experience and knowledge to be successful in this role. Don't forget to explore liverpoolmuseums.org.uk, where you'll find a whole host of other information that will help you discover more about who we are and what we do.

We look forward to receiving your application.

Laura Pye
Director

Mission

To create memorable experiences, for everyone, challenging expectations.

Vision

National Museums Liverpool is a group of very different and wide-ranging museums and galleries. Established more than 150 years ago as a complement and counterbalance to the museums in London, it was brought together in 1986 as a nationally funded group, as a symbol of hope and regeneration and because of the global importance of our collections.

We are seven exceptional museums and galleries, sharing important stories from ancient times to today through our more than four million objects.

As an organisation we are **Welcoming**, **Honest** and **Educational**, and as a team we are **Trustworthy**, **Respectful** and **Inclusive**.

By 2030, we want to be the best museum "league" in the world. A league recognised as the best of the best—like the Champions League, the NFL, or the Premiership—we want our museums and galleries to be places that everyone wants to see and that all stakeholders want to be associated with. In our buildings and online, we will have world-class displays and engagement programmes that make everyone feel welcome. "Off the pitch", our world-class collections and colleagues will be supported to be their best and given great facilities. We will embrace the fact that each "team" in our league is unique, with its own fan base and individual stars. Collectively, we want to be a league that all museums will aspire to be part of and that is recognised externally as a leading example.

In delivering this vision by 2030...

- we will have the most representative audience and colleague profiles within the museums sector in the UK.
- we will engage over ten million people each year: more than four million visitors to our museums and galleries and a further six million through digital engagement, touring exhibitions and outreach.
- we will be a place where people want to work, are happy to work and proud to work together.
- we will generate over £50,000 a day, more than half our turnover, through commercial business, grants and gifts.
- we will ensure that we provide great facilities to look after our valuable collections and colleagues, with accommodation fit for the next 30 years.
- we will encourage all schools in the Liverpool City Region to visit at least one of our museums and galleries each year.
- we will celebrate the unique identities and collections of our museums and galleries, play to their strengths and delight their different audiences.
- we will be recognised as a valued leader of cultural and economic growth for the city, the city region and the north of England, and as one of the world's finest museum groups.

Aims

To achieve our mission and vision we will focus on six strategic aims:

- Be more representative
- Be more self-sufficient
- Provide memorable experiences
- Partner and influence
- Engage and empower
- Be more sustainable

We recommend reading our Strategic Plan to find out more about our ambition.

Useful Links

- Our Story
- Our Venues
- Strategic Plan & Annual Performance
- Senior Staff
- Board of Trustees
- RESPECT Group
- Partnerships
- Reports & Policies