



# Tate

## Director Candidate Pack



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# 01. Foreword

*Tate stands at an important moment in its history.*

*Tate has shaped the global conversation around modern and contemporary art for almost 130 years. It holds the national collection of British, modern and international art and operates four distinctive museums that together serve millions of visitors each year in the UK and internationally.*

*The Trustees are now seeking a new Director to lead Tate into its next chapter.*

*This appointment comes at a time of significant opportunity and responsibility. Tate's artistic mission remains as vital as ever. Meanwhile, public expectations of national institutions are changing and the financial challenges and competition for resource across the sector are great.*

*We are looking for a Director who can combine intellectual authority with executive leadership. Someone who commands the respect of artists and peers globally, and who can lead a complex, publicly accountable organisation with confidence and integrity. The successful candidate will work in close partnership with the Board of Trustees to articulate a clear long-term vision, deliver organisational performance, and further Tate's standing as one of the world's leading art institutions.*

*Tate operates as a Non-Departmental Public Body under DCMS and holds its*

*collection in trust for the nation. The Director therefore carries both artistic and civic responsibility – engaging with government, stakeholders, donors and communities while safeguarding the independence and integrity of the institution.*

*This is also an extraordinary opportunity and a demanding role. Few institutions offer the scale, influence and global resonance of Tate. We welcome candidates from across the UK and internationally who share our ambition for Tate's future and who are ready to lead it with energy, courage and vision.*

**Roland Rudd**  
**Chairman of the Board of Trustees**



# 02. About Tate



Tate's mission, drawn from the 1992 Museums and Galleries Act, is to increase the public's understanding and enjoyment of British art from the sixteenth century to the present day and of international modern and contemporary art.

The four aims listed by the Act are to:

- **care for, preserve and add to the works of art and documents in Tate's Collection;**
- **secure that the works of art are exhibited to the public;**
- **secure that the works of art and documents are available to persons seeking to inspect them in connection with study or research; and**
- **generally promote the public's enjoyment and understanding of British art and of twentieth century and contemporary art, both by means of Tate's Collection and by such other means as it considers appropriate.**

Founded in 1897, Tate is one of the world's most influential cultural institutions. It holds nearly 80,000 works, spanning British art from 1500 to the contemporary, and international modern and contemporary art and houses the national archives of art associated with these periods.

Overall, it employs approximately 1,500 people and operates with an annual budget of approximately £130m (2024–2025).

Tate operates four distinctive museums:

- **Tate Britain**, the home of British art, from the Tudor period to the present.
- **Tate Modern**, the most visited modern art museum in the world with the Turbine Hall the most iconic space for contemporary art globally
- **Tate Liverpool**, a vital cultural presence in the North West, and soon to reopen following a major transformation, which will secure its place as one of the most important galleries outside London and grow its visitors beyond 1m.
- **Tate St Ives**, rooted in a unique artistic community and regional identity.

Together, these museums attract more than 7 million visitors annually and influence audiences globally through exhibitions, research, digital engagement and touring partnerships.

Tate's impact extends beyond its galleries. It plays a critical role in shaping public understanding of art, supporting living artists, and fostering international dialogue.

# 03. The Role



## Introduction

**The Director will bring artistic leadership and organisational and financial strength. They will lead Tate into its next chapter setting a compelling long-term vision for the institution. This is an opportunity to build on Tate’s extraordinary assets and to shape its future impact nationally and internationally.**

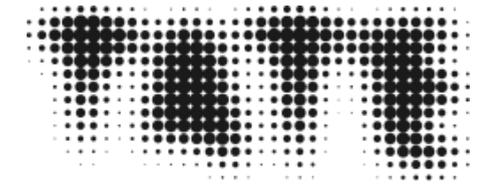
The Director is the Chief Executive of Tate’s four museums and the public face of the institution nationally and internationally. This is both an artistic leadership role and an executive leadership role. The Director must combine intellectual heft in respect of Tate’s mission and purpose with the ability to lead a complex, publicly accountable organisation operating across multiple sites and revenue streams. Candidates should display a commitment to and innovation in fulfilling Tate’s nationwide role, sharing the collection as widely as possible.

Tate is a Non-Departmental Public Body under DCMS. The Director serves as Accounting Officer and must be comfortable working within the framework of public accountability and ministerial engagement. The Director will lead and be supported by a senior executive team.



# 03. The Role

## Key Responsibilities



### Strategic Vision and Leadership

- Articulate a clear, compelling vision for Tate over the long-term built on artistic ambition and excellence.
- Foster a culture of innovation, excellence, openness and collaboration across all areas of the museum's activities from collections and exhibitions to education, research, conservation, retail activities and public engagement.
- Provide visible, values-led leadership that drives internal confidence, strengthens the organisation and builds trust across the wider art ecosystem.

### Artistic and Programmatic Oversight

- Set the vision for the collection and deliver ambitious, audience-driving exhibition programmes that reinforce Tate's global standing and place artistic excellence at its core.
- Hold, champion and oversee Tate's relationships with artists, collectors, dealers and lenders.
- Ensure rigorous stewardship of the national collection and archive, including acquisitions strategy, conservation, research and scholarly interpretation at the highest international standards.

### Financial Management

- Serve as Tate's Accounting Officer and in close partnership with the CFO and Trustees, lead the effective stewardship of Tate's c. £130m annual budget and the sustainable financial planning of a complex, multi-site organisation of approximately 1,500 staff.
- Provide strong oversight of resource allocation, the estates and capital portfolio and financial governance to support Tate's long-term artistic ambitions.
- Operate within the governance and accountability framework of a publicly funded national institution, balancing ambition with fiscal discipline.

### Fundraising

- Be Tate's principal ambassador, commanding and forging strong relationships across the UK and internationally in the artistic, philanthropic, political and wider cultural sectors.
- Lead and take personal responsibility for high-level donor cultivation, leveraging artistic vision and credibility to inspire long-term investment in Tate's mission.
- Continue and enhance the growth of Tate's groundbreaking endowment.
- Oversee Tate's fundraising from Trusts and Foundations, commercial supporters and public sector sources.
- Oversee further revenue generation in retail, catering and publishing through Tate Enterprises.

### Board and Stakeholder Relations

- Support strong governance practices and transparent decision-making appropriate to a publicly accountable national institution.
- Maintain constructive, confident relationships with DCMS, government stakeholders and regulators.
- Engage staff, artists, donors, media and the wider public with clarity and consistency, reinforcing trust and institutional stability.
- Manage Tate's stakeholders through its governance and connected charities and subsidiaries.

### Operational and Administrative Leadership

- Lead Tate's senior team in aligning budgets, priorities and delivery to Tate's long-term strategic goals.
- Ensure and be accountable for effective regulatory compliance and constructive working relationships with DCMS and Whitehall.

# 04. Candidate Profile

## Personal Attributes and Competencies



Tate seeks an inspiring, energetic, visionary leader who will drive the strategic direction and operational management of one of the most significant museums in the world.

This Director of will be of exceptional calibre and able to operate comfortably at the intersection of artistic vision, public leadership and institutional stewardship. The successful candidate will bring experience of leading a complex cultural organisation at scale, with the confidence to represent Tate internationally and the discipline to ensure its long-term sustainability.

The successful leader will have an infectious passion for Tate's mission and the role it plays for the British public as well as art internationally.

### **Setting Strategy**

The ideal candidate will combine intellectual authority in modern and contemporary art with the ability to think strategically and long-term. They must deliver artistic and financial success They will demonstrate an ability to make clear, principled decisions in complex and visible environments. An instinctive understanding of operating within a national, publicly accountable institution, including political sensitivity and reputational awareness will be essential.

### **Command the artistic respect to deliver Tate's Mission**

The Director must be able to take visible and respected leadership of lead Tate's mission. They must lead Tate's relationships with artists and champion their work on a global scale, possessing and the knowledge of art history and relationships with artists that will enable this, providing the basis for the relationships with wider supporters.

### **Fundraising and Financial Acumen**

The candidate will bring demonstrable experience in fundraising at the highest level and a track record of securing major gifts. They will combine artistic conviction with commercial awareness. Strong financial literacy is essential, including comfort with budgets, risk, governance and public accountability and the ability to lead an organisation through the change that will establish its long-term strength.

# 04. Candidate Profile

## Personal Attributes and Competencies (continued)



### Inspiring Leadership

The candidate will exhibit inspiring leadership qualities, motivating and connecting with individuals at all levels of the organisation and beyond. motivating staff to achieve common goals, enhancing the museum's impact and reach. Externally, the candidate must be highly credible in representing the institution in the media, public forums, and industry and government events.

### Talent Management and Team Building

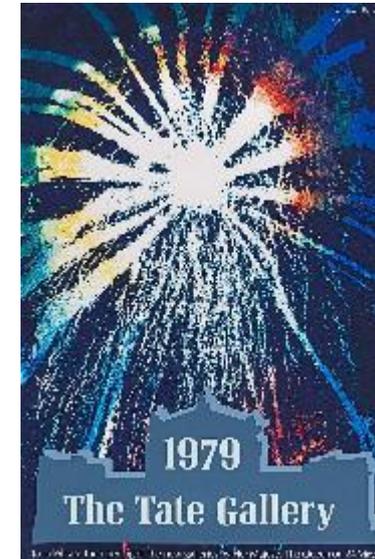
The ideal candidate will have demonstrated experience leading large, complex organisations and highly skilled executive teams . They will be comfortable delegating, hiring exceptional talent, and allowing leaders within the organisation to flourish. They must show steadiness when managing change, as well as the ability to foster trust in environments that are highly skilled and engaged.

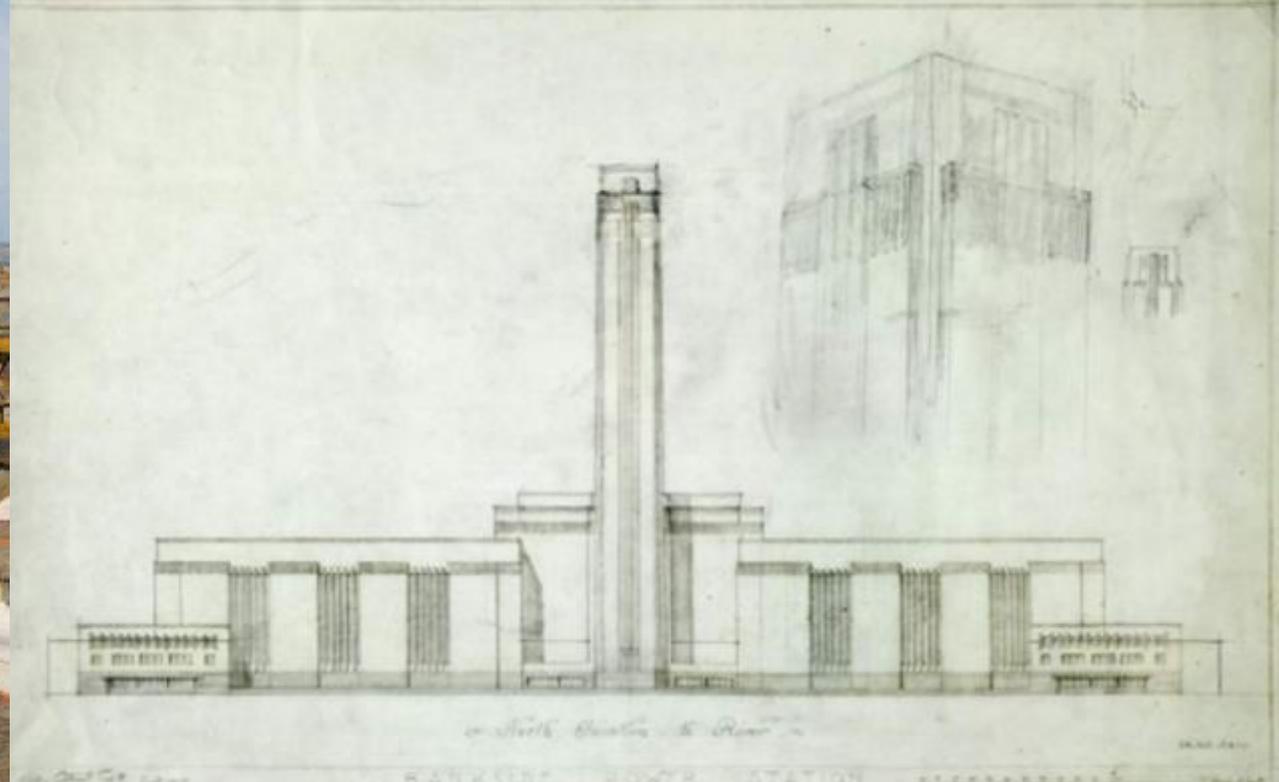
### Relationship Building

This candidate must be respected in a global art world, commanding established respect amongst artists, donors and other relevant networks as well as key supporters and funders. Engaging with a sophisticated and diverse Board, along with managing committees and connected charities, requires a leader who can navigate complexity and foster collaboration.

### Public Positioning and Reputation Management

The candidate must also further and steward one of the most prominent artistic brands in the world. They must show the ability to realise and leverage the opportunity that this offers, and must have the resilience focus to manage extremely demanding scrutiny from the media, audiences and other stakeholders.





## 05. Application Process



Russell Reynolds Associates, the global leadership advisory firm, has been exclusively engaged to lead this search.

[Please click here to apply](#) – using job reference number **2601-108L**. You will be asked to register your details and upload your application, consisting of a CV and a short supporting statement outlining how your experience and leadership meet the criteria described above. Shortlisted candidates will be invited to present a strategic vision for Tate as part of the interview process.

**The closing date for applications is 23:59 GMT on Wednesday 15<sup>th</sup> April 2026.**

Remuneration will be competitive and is subject to the necessary HMT approvals.

Tate is committed to building a diverse leadership team and welcomes applications from candidates of all backgrounds. You will be invited to complete a diversity monitoring form as part of your application, which can be [found here](#).

Should you wish to speak with someone before submitting an application, or if you have difficulties in accessing the online platform, please contact [responses@russellreynolds.com](mailto:responses@russellreynolds.com), quoting reference number **2601-108L**.

*Please note that due diligence will be undertaken on shortlisted candidates and may include review of publicly available information.*

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