Role Description
Senior Collection Curator

POWERHOUSE

Cluster	Department of Enterprise Investment & Trade
Agency	Powerhouse Museum
Division/Branch/Unit	Collection/Collection Curatorial
Location	Castle Hill
Classification/Grade/Band	Senior Curator
ANZSCO Code	224212
PCAT Code	1119192
Date of Approval	19 December 2023
Agency Website	Powerhouse.com.au

Agency Overview

The Powerhouse Museum sits at the intersection of the arts, design, science, and technology. It plays a critical role in engaging communities with contemporary ideas and issues. Established in 1881, the Museum includes the Powerhouse Ultimo, Sydney Observatory and Powerhouse Castle Hill and will expand to include the Museum's new flagship - Powerhouse Parramatta. The Museum is the custodian of over half a million objects of national and international significance and is considered one of Australia's finest and most diverse collections.

The Powerhouse Museum is undertaking a landmark renewal program that includes the creation of Powerhouse Parramatta, the most significant cultural infrastructure project since the Sydney Opera House; the expansion of Powerhouse Castle Hill, which includes expanded storage and new research and public facilities; and the renewal of the iconic Powerhouse Museum in Ultimo.

Primary purpose of the role

Reporting to and working closely with the Head of Collection Curatorial, the Senior Collection Curator manages a team of curatorial staff in rethinking the strategic development of the Powerhouse Collection. The role is critical in managing industry, community and public access to the collection and collection-based research projects. The role ensures collaboration with industry and community and cross-divisional collaborative engagement to establish a collection development plan and drive alignment in the development and delivery of the Powerhouse Program.

Key Accountabilities

- Provide strong leadership and management to a team of curators and assistant curators, including work allocation, capability development and performance management, ensuring they are motivated, productive and successful.
- Manage collection development initiatives, including acquisitions, collection assessment, research, and community engagement, to ensure best collection management and development practices.
- Build relationships with the broader community and facilitate partnerships with key national and international organisations to drive high-level curatorial practice and strategic engagement.
- Lead the collection development with a multidisciplinary approach, develop and implement policies, processes and systems to support cross-divisional collaboration and work across project teams and museum initiatives to drive alignment in program delivery and the Powerhouse renewal.

NSW GOVERNMENT

- Provide high-level advice, support and recommendations to the Head of Collection Curatorial to support effective decision-making and planning across the unit.
- Establish and maintain professional industry networks to build relationships that provide identifiable benefits and represent the Powerhouse in external industry forums as required.
- Contribute to continuous improvement in collection development and management as a member of the curatorial leadership team and develop and evaluate curatorial policies, procedures, and operational plans that align with the organisation's strategic framework and the Powerhouse renewal program.
- Identify opportunities to secure external funding to support the development of the collection.
- Work with exhibition, community and program curators to ensure the ongoing strategic development and documentation of the collection within their areas of expertise.

Key challenges

- Develop and maintain internal and external relationships to support the organisation's strategic direction and ensure the Powerhouse is positioned as the leading museum of applied arts and sciences.
- Drive and deliver an ambitious collection development program aligned with the Powerhouse renewal.
- Implement new ways of working and embed practices that encourage collaboration.

Key relationships

Internal

Who	Why
Head of Collection Curatorial	• Receive overall direction, instruction and guidance. • Provide updates on key projects, issues and priorities. • Escalate complex and sensitive issues and keep informed.
Collection, Collection Curatorial and Research teams	• Work collaboratively to optimise opportunities and shared objectives in collection acquiring and the delivery of exhibitions and programs.
First Nations	• Ensure all First Nations content is First Nations lead.
Exhibitions, Learning, Community and Program Curatorial, Powerhouse Studio	• Work collaboratively to ensure excellence in collection access and delivery of programs, exhibitions and events.
Marketing and Communications teams	• Work collaboratively to maximise marketing, promotion and engagement opportunities around the collection and program.

External

Who	Why
Community and Industry	• Build and maintain strong relationships to maximise opportunities and advocate for the Powerhouse.
Industry peers	• Establish effective networks with national and international organisations and museum industry peers.
Sponsors, Donors, Lenders, Collectors	• Represent the Powerhouse curatorially.

Role dimensions

Decision making

- The Senior Collection Curator operates autonomously to achieve agreed objectives and performance outcomes within approved policies, frameworks and budgets.
- The role is to be fully accountable for the delivery of curatorial services, including the intellectual and creative development of the Powerhouse Collection.
- The role refers to the Head of Collection Curatorial for decisions that require a change to approved plans, budgets, operations, or timeframes that are likely to escalate, cause undue risk, create substantial precedent, or are outside of delegation limits.

Reporting line

Head of Collection Curatorial

Direct reports

Collection Curators

Assistant Collection Curators

Budget/Expenditure

As per Powerhouse delegations

Key knowledge and experience

- Tertiary qualifications, preferably at postgraduate level, expertise in one or more applied arts and science areas, combined with a minimum of 5 years of curatorial experience in a museum/not-for-profit venue or as an independent curator.
- Demonstrated curatorial and research abilities, critical writing skills and a track record of publication.
- Demonstrated experience in people and project management.
- Demonstrated understanding of issues related to provenance, ethical and sustainable collecting and the implementation of First Nations Cultural and Intellectual Property protocols.

Essential requirements

- Demonstrated understanding of material culture, its collection and care, experience in reading and interpreting artefacts, recognising different understandings and interpretations and community connections.
- Demonstrated ability to discern the significance of objects, their condition, provenance, attribution and authenticity to be able to recommend their acquisition.
- Demonstrated experience in collection development including an understanding of relevant processes and frameworks that will engage diverse audiences with Powerhouse themes, disciplines and collections.
- Demonstrated knowledge of multi-disciplinary collections including research, development and policy frameworks.

Capabilities for the role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.
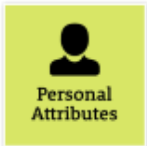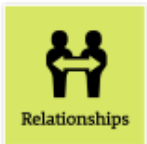
The capabilities are separated into focus capabilities and complementary capabilities

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

Focus capabilities

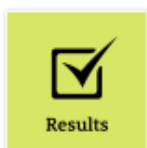| Capability group/sets	Capability name	Behavioural indicators	Level
Personal Attributes	**Manage Self** Show drive and motivation, an ability to self-reflect and a commitment to learning	• Keep up to date with relevant contemporary knowledge and practices • Look for and take advantage of opportunities to learn new skills and develop strengths • Show commitment to achieving challenging goals • Examine and reflect on own performance • Seek and respond positively to constructive feedback and guidance • Demonstrate and maintain a high level of personal motivation	Adept
Relationships	**Communicate Effectively** Communicate clearly, actively listen to others, and respond with understanding and respect	• Tailor communication to diverse audiences • Clearly explain complex concepts and arguments to individuals and groups • Create opportunities for others to be heard, listen attentively and encourage them to express their views • Share information across teams and units to enable informed decision making • Write fluently in plain English and in a range of styles and formats • Use contemporary communication channels to share information, engage and interact with diverse audiences	Adept
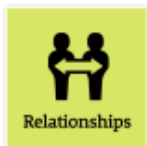
	Work Collaboratively Collaborate with others and value their contribution	• Recognise outcomes achieved through effective collaboration between teams • Build cooperation and overcome barriers to information sharing, communication and collaboration across the organisation and across government • Facilitate opportunities to engage and collaborate with stakeholders to develop joint solutions • Network extensively across government and organisations to increase collaboration • Encourage others to use appropriate collaboration approaches and tools, including digital technologies	Advanced
	Plan and Prioritise Plan to achieve priority outcomes and respond flexibly to changing circumstances	• Consider the future aims and goals of the team, unit and organisation when prioritising own and others' work • Initiate, prioritise, consult on and develop team and unit goals, strategies and plans • Anticipate and assess the impact of changes, including government policy and economic conditions, on team and unit objectives and initiate appropriate responses • Ensure current work plans and activities support and are consistent with organisational change initiatives • Evaluate outcomes and adjust future plans accordingly	Adept
	Project Management Understand and apply effective planning, coordination and control methods	• Prepare and review project scope and business cases for projects with multiple interdependencies • Access key subject-matter experts' knowledge to inform project plans and directions • Design and implement effective stakeholder engagement and communications strategies for all project stages • Monitor project completion and implement effective and rigorous project evaluation methodologies to inform future planning • Develop effective strategies to remedy variances from project plans and minimise impact • Manage transitions between project stages and ensure that changes are consistent with organisational goals • Participate in governance processes such as project steering groups	Advanced

|	Manage and Develop People Engage and motivate staff, and develop capability and potential in others	• Define and clearly communicate roles, responsibilities and performance standards to achieve team outcomes • Adjust performance development processes to meet the diverse abilities and needs of individuals and teams • Develop work plans that consider capability, strengths and opportunities for development • Be aware of the influences of bias when managing team members • Seek feedback on own management capabilities and develop strategies to address any gaps • Address and resolve team and individual performance issues, including unsatisfactory performance, in a timely and effective way • Monitor and report on team performance in line with established performance development frameworks	Adept

## Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
Personal Attributes	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Adept
Personal Attributes	Act with Integrity	Be ethical and professional, and uphold and promote the public sector values	Adept
Personal Attributes	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences, and perspectives	Advanced
Relationships	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Adept
Relationships	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Adept

Results	Deliver Results	Achieve results through the efficient use of resources and a commitment to quality outcomes	Adept
Results	Think and Solve Problems	Think, analyse, and consider the broader context to develop practical solutions	Intermediate
Results	Demonstrate Accountability	Be proactive and responsible for own actions, and adhere to legislation, policy, and guidelines	Adept
Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Intermediate
Business Enablers	Technology	Understand and use available technologies to maximise efficiencies and effectiveness	Intermediate
Business Enablers	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Intermediate
People Management	Manage and Develop People	Engage and motivate staff, and develop capability and potential in others	Intermediate
People Management	Optimise Business Outcomes	Manage people and resources effectively to achieve public value	Adept
People Management	Manage Reform and Change	Support, promote and champion change, and assist others to engage with change	Adept