Role Description
Senior Curator

Role Description Fields	Details
Cluster	Premier and Cabinet
Department/Agency	Museum of Applied Arts & Sciences
Division/Branch/Unit	Curatorial, Collections & Programs
Role number	
Classification/Grade/Band	Senior Curator
Senior executive work level standards	Not Applicable
ANZSCO Code	224212
PCAT Code	1119192
Date of Approval	16 November 2021
Agency Website	www.maas.museum

Agency overview

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

The Museum of Applied Arts and Sciences is undertaking landmark renewal program which includes the creation of Powerhouse Parramatta, the largest cultural infrastructure project since the Sydney Opera House; the expansion of Museum's Discovery Centre, Castle Hill which includes expanded storage and new research and public facilities and the renewal of the iconic Powerhouse Museum in Ultimo. Key to the renewal is the assessment and digitisation of over 380,000 objects from the museum's collection providing new levels of access.

Primary purpose of the role

The Senior Curator works collaboratively and within interdisciplinary project teams providing a high level of curatorial expertise directed towards exhibition development and delivery incorporating public and learning programs, research, and strategic collection development.   The role will develop and deliver initiatives within the strategic framework of the organisation and the Powerhouse renewal program. The Senior Curator will also be responsible for engaging internal and external stakeholders to ensure the Museum is at the forefront of contemporary Museum practice.

Key accountabilities

- Oversee curatorial staff in exhibition development, documentation, research, interpretation, and exhibition delivery incorporating public and learning programs.
- High level curatorial practice and strategic collection engagement with the broader community, facilitation of partnerships with key national and international organisations.
- Lead with a multidisciplinary approach to exhibition development and delivery and work in an interdisciplinary manner across project teams and Museum initiatives.
- Collaborate with project teams across installation and de-install of exhibitions, commissions, online and print content and provide high level advice and support to the Head of Curatorial.
- Establish and maintain professional industry networks, to build relationships and partnerships, to provide identifiable benefits and advocate for Powerhouse and to represent Powerhouse in external industry forums as required.
- Work collaboratively to develop and evaluate policies, procedures and operational plans pertaining to curatorial that align with the strategic framework of the organisation and the Powerhouse renewal program.
- Champion and contribute to continuous improvement in exhibition and program delivery as a member of the curatorial leadership team.
- Adhere to all obligations, responsibilities and legislative requirements under current Work Health & Safety (WHS) Acts and Regulations, ensuring all areas under supervision are monitored for WH&S risks and hazards and are reviewed regularly.

Key challenges

- Ensuring the Powerhouse is positioned as the leading museum of applied arts and sciences
- Developing and maintaining internal and external stakeholders and relationships to align with the strategic framework of the organisation and the Powerhouse renewal.
- Managing multiple projects, issues, approved budgets, and schedules effectively to best support museum exhibitions and programs.
- Identifying opportunities to secure external funding/assistance/revenue to support collection focussed exhibitions and programs.
- Ensuring communication and promotion across print and digital platforms is embedded in the planning for exhibitions, programs and projects.

Key relationships

Internal

Who	Why
Head of Curatorial	• Receive overall direction, instruction, and guidance from as well as providing updates on key projects, issues, and priorities; keep informed
Curatorial, Collections, Production, & Programs Teams	• Collaboratively working to optimise opportunities and shared programming in the delivery of exhibitions and programs.
Marketing and communications Teams	• Working collaboratively to clearly communicate the exhibition, collection, and programs for maximise marketing, promotion, and engagement opportunities.

External

Who	Why

Curators, academics, authors, cultural practitioners, academics, authors, cultural practitioners	• Build and maintain strong relationships to maximise opportunities to advocate the Powerhouse and associated programs, exhibitions, and research.
Peers from cultural organisations, nationally and internationally	• Build networks and engagement for mutually beneficial partnerships with key national and international organisations.
Sponsors, Donors, Lenders, Collectors, Experts	• Represent the Powerhouse curatorially
Visitors and the Public	• Representing NSW government and the Powerhouse in responding to public enquiries. Advocate for the Powerhouse in its activities and policies

Role dimensions

Decision making

• Fully accountable for the delivery of research programs, exhibitions, projects and initiatives on time, within, budget and to expectations in terms of quality, deliverables and outcomes
• Refers to Head of Curatorial for decisions requiring significant change, project outcomes or timeframes; are likely to escalate and create contentious precedent; require a high administrative or financial delegation; or submission to Executive.
• Has a high degree of autonomy and oversees the curatorial team to achieve agreed business objectives and performance criteria within approved work and project plans.

Reporting line

Head of Curatorial

Direct reports

TBC

Budget/Expenditure

N/A

Key knowledge and experience

- A relevant tertiary qualification, preferably at post graduate level, combined with demonstrated curatorial experience within a major museum or gallery or as an independent curator and with a proven record of scholarly achievement and original publication.
- Proven record of initiating, curating and delivering exhibitions of excellence within a strong, original, insightful and responsive curatorial vision.
- High level written and oral communication skills; IT literate, analytical and decision-making skills; project management and strategic planning skills.
- Demonstrated knowledge of multi-disciplinary collections including research, development, and policy frameworks.
- Demonstrated ability to effectively consult, contribute to a multidisciplinary team environment and collaborate to achieve goals according to shared expectations and agreed deliverables.
- Demonstrated experience in initiating, developing, and reviewing projects, exhibitions and programs engaging diverse audiences with Powerhouse themes, disciplines, and collections.

Essential requirements

- Relevant tertiary qualification, preferably at post graduate level, combined with demonstrated curatorial experience within a major museum or gallery and with a proven record of scholarly achievement and original publication.
- Proven record of initiating, curating, and delivering exhibitions of excellence within a strong, original, insightful, and responsive curatorial vision
- Demonstrated ability to discern the significance of objects, their condition, provenance, attribution, and authenticity to be able to recommend their acquisition or use.
- Specialist knowledge from within two or more of the following fields is essential: Technologies, health and medicine, physical sciences, astronomy, engineering, architecture & the built environment; design & decorative arts, fashion, contemporary culture, Australian history, First Nations cultures and Asian cultures.

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.
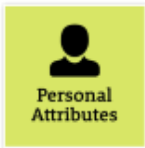
The capabilities are separated into focus capabilities and complementary capabilities

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

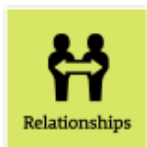| Capability group/sets	Capability name	Behavioural indicators	Level
Personal Attributes	**Manage Self** Show drive and motivation, an ability to self-reflect and a commitment to learning	- Act as a professional role model for colleagues, set high personal goals and take pride in their achievement - Actively seek, reflect, and act on feedback on own performance - Translate negative feedback into an opportunity to improve - Take the initiative and act in a decisive way - Demonstrate a strong interest in new knowledge and emerging practices relevant to the organisation	Advanced
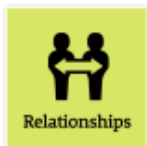
|	**Communicate Effectively** Communicate clearly, actively listen to others, and respond with understanding and respect	• Present with credibility, engage diverse audiences and test levels of understanding • Translate technical and complex information clearly and concisely for diverse audiences • Create opportunities for others to contribute to discussion and debate • Contribute to and promote information sharing across the organisation • Manage complex communications that involve understanding and responding to multiple and divergent viewpoints • Explore creative ways to engage diverse audiences and communicate information • Adjust style and approach to optimise outcomes • Write fluently and persuasively in plain English and in a range of styles and formats	Advanced
	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	• Understand the links between the business unit, organisation, and the whole-of-government agenda • Ensure business plan goals are clear and appropriate and include contingency provisions • Monitor the progress of initiatives and make necessary adjustments • Anticipate and assess the impact of changes, including government policy and economic conditions, on business plans and initiatives and respond appropriately • Consider the implications of a wide range of complex issues and shift business priorities when necessary • Undertake planning to help the organisation transition through change initiatives, and evaluate progress and outcomes to inform future planning	Advanced

	Project Management	• Prepare and review project scope and business cases for projects with multiple interdependencies	Advanced
	Understand and apply effective planning, coordination, and control methods	• 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	
	Inspire Direction and Purpose	• Promote a sense of purpose and enable others to understand the links between government policy, organisational goals, and public value	Advanced
	Communicate goals, priorities, and vision, and recognise achievements	• Build a shared sense of direction, clarify priorities and goals, and inspire others to achieve these	
		• Work with others to translate strategic direction into operational goals and build a shared understanding of the link between these and core business outcomes	
		• Create opportunities for recognising and celebrating high performance at the individual and team level	
		• Instil confidence, and cultivate an attitude of openness and curiosity in tackling future challenges	

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