



MAP
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Inclusion Officer

Role type: Full-time

Location: Bangalore

Contract: Permanent

Reports to: Senior Manager (Education & Outreach)

Salary: Competitive, dependent on experience

Application deadline: 26th May 2019 Apply [here](#).

Role Commencement: July/August 2019

About the Museum of Art & Photography

The Museum of Art & Photography (MAP) is a new and innovative arts organisation opening in Bangalore in 2020. MAP's mission is to exhibit, interpret and preserve a growing collection of art and cultural artefacts, motivated by a belief that museums can play a positive role in society. MAP is custodian to a growing collection of over 18,000 artworks, predominantly from the Indian subcontinent and dating from the 12th century to the present. Its 44,000 sq. ft. flagship site will include five galleries, an auditorium, an art and research library, an education centre, a multimedia centre and a specialised research and conservation facility.

Role overview

This is a new position within the MAP team. The primary responsibility of the Inclusion Officer will be to facilitate access to MAP's premises and programmes for all visitors - servicing the needs and interests of visitors with a range of disabilities including those with physical, sensory, intellectual, learning and psychosocial disabilities and also to help MAP achieve equality and diversity in employment and service provision. The post-holder will work with the heads of Education, Exhibitions & Programming, Communications and other key departments in ensuring that MAP meets its inclusion standards and will involve extensive departmental coordination and liaising with external agencies/funding bodies/support groups/partnerships.

Duties and Responsibilities

- To develop strategy, policies and an action plan on access for people with disabilities and be responsible for their implementation.
- To collaborate with the Education and Exhibitions & Programming departments to develop and manage inclusive and special programmes for people with disabilities, including the adaptation of existing programmes - or educational events for visitors with disabilities.
- To ensure best practice, providing specialist advice towards the planning of galleries, exhibitions and programmes and on specific aids and techniques available.
- To develop joint policies and programmes, where appropriate, in collaboration with external organisations.
- To develop and maintain a network of contacts with organisations run by or for people with disabilities and other relevant local and national organisations.
- To work closely with the Communications team to ensure that all materials are accessible

within the framework that we develop.

- To ensure that the Museum is aware of current legislation relating to disability.
- To establish and coordinate a consultation group of people with disabilities, to advise, oversee and monitor the development of provision for people with disabilities, using external consultants where appropriate.
- To plan and deliver training sessions for Museum staff and volunteers to enhance awareness, sensitisation and also to acquire practical skills and knowledge in order to offer accessible services.
- To keep up-to-date on best practice in services and design which aid in giving improved access to people with disability, to the museum and its facilities.
- To carry out any ad hoc duties as requested by the appropriate managers and commensurate with the role.
- To proactively increase the representation of employees with disabilities in the Museum.
- The post-holder will also work with the respective departments responsible for MAP's programming, policy and hiring practices to ensure that MAP meets its obligations in the areas of Social Inclusion, Diversity and Community Development.
- To be the Liaison Officer as per the Rights of Persons with Disabilities Act, 2016 to look after the recruitment of persons with disabilities and to ensure equal opportunity for them in all aspects of employment in the Museum.

Required competencies

The successful candidate will possess the following traits and skills:

Essential Qualifications

- Previous experience in working to make institutions accessible and inclusive to people with various forms of disabilities
- Strong administrative and interpersonal skills
- A demonstrable interest in the field of disability, arts or education sectors
- Ability to grasp pedagogical and aesthetic frameworks of pre-designed programmes and the ability to adapt these to meet accessibility standards
- Self-motivated, with a willingness to learn, research and maintain knowledge of relevant content
- Reliable and organised, with a flexible and proactive attitude
- Basic knowledge of word processors and spreadsheet tools
- Ability to prioritise and work efficiently under pressure

Desirable Qualifications

- Experience working in a museum as part of an inclusion programme
- Has completed courses on accessibility-related themes and is up to date with current practices.
- Hands-on experience working within an environment, non-profit, formal or informal, related to working with persons with disabilities.
- Fluency in English and Kannada (and/or other Indian languages)
- Passion for the arts

Equality & Diversity

MAP is an equal opportunities employer. MAP values diversity and particularly welcomes candidates with a lived experience of disability.

It opposes all forms of discrimination and believes that all people, regardless of their identity or membership of any group deserve to be treated equally, consistently and fairly. MAP welcomes creativity, excellence and different perspectives that individuals of all backgrounds and abilities bring to our work

Application and nomination process

To apply please fill in the online application form [here](#).

