INCLUSION MANAGER

Role: Full-time
Location: Bangalore
Reports into: Head of Development
Application deadline: 26th June, 2022

To apply click here.

About MAP
The Museum of Art & Photography (MAP) is a new and innovative museumart organisation opening in Bangalore in 2022. MAP’s mission is to take arts and culture to the heart of the community, making it accessible to the widest possible audience. MAP is a space for new ideas and conversations that are initiated through its collection.

MAP is custodian to a growing collection of over 18,000 art works, predominantly from South Asia and dating from the 10th century to the present. Its 44,000 sq. ft. flagship site will include five galleries, an auditorium, an art and research library, education centre, a multimedia center and a specialised research and conservation facility.

Since its inception, MAP has taken a 360-degree approach to accessibility and inclusion. Whether physical space or digital; whether it is policies or events, MAP is striving hard to ensure that the museum is a space for everyone irrespective of their background or ability.

Role overview
The primary responsibility of the Inclusion Manager is to facilitate access to MAP’s premises and programmes for all visitors - servicing the needs and interests of visitors (in person and online) and staff from diverse backgrounds including people with disabilities.

Duties and Responsibilities

- To develop strategy, policies and an action plan on access and inclusion and be responsible for their implementation.

- To work closely with the Education and Curatorial departments to develop and manage inclusive and bespoke programmes for people from underrepresented communities, 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 programmes, in collaboration with external organisations.

- To develop and maintain a network of contacts with organisations run by or for people with disabilities and other minority groups.
- To work closely with the Communications and Technology teams to ensure that all marketing materials, website, social media are accessible.

- To ensure that the Museum is up to date and compliant with current legislation relating to disability.

- To coordinate the Inclusion Group, which is made of representatives of all teams at MAP to discuss matters and new ideas with regards to inclusion in each team.

- 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 carry out any ad hoc duties as requested by the appropriate managers and commensurate with the role.

- To proactively increase the representation of employees from underrepresented communities 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 commitment 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.

**Person Specification**

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 and/or minority groups
- Strong administrative and interpersonal skills
- A demonstrable interest in the field of inclusion
- 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 the disability, arts or education fields
- Has completed courses on inclusion or accessibility-related themes and is up to date with current practices
- Functional knowledge of web accessibility
- Fluency in Kannada (and/or other Indian languages)
- Passion for the arts

Equality & Diversity

MAP is an equal opportunities employer. 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.