



Senior Manager - Inclusion

Role type: Full -Time

Location: Bangalore

Role commencement: Immediate

Last date to apply: 31 May, 2025

About MAP

The Museum of Art & Photography (MAP) is one of India's first major museums of South Asian visual culture. The museum is housed in a state-of-the-art, 44,000 square foot building, designed by the acclaimed Indian architectural practice Matthew & Ghosh, on a landmark site at the heart of Bengaluru's museum district. MAP's five-story building on Kasturba Road includes multiple galleries where the collection is displayed, an auditorium, an art and research library, an education centre, a specialised research and conservation facility, as well as a café.

MAP's collection includes more than 60,000 works predominantly from South Asian: Modern and contemporary art, living traditions, textiles, craft and design, pop culture, pre modern art and photography, dating from the tenth century to contemporary times.

MAP's mission is to take art and culture to the heart of the community, making it accessible to diverse audiences, and to create a museum-going culture that encourages people to experience art and heritage in new ways. The museum is a space for ideas and conversations that are initiated through its collection, enabling



the museum to engage with audiences in multiple ways. MAP seeks to inspire people to interact with art in ways that encourage humanity, empathy and a deeper understanding of the world we live in.

With a focus on accessibility for people with disabilities, and technological tools to make the museum relevant and exciting, MAP ensures a holistic experience for visitors of all ages.

Having launched online in December 2020, at the height of the pandemic, as India's only digital-first museum, MAP has been bringing its collection to life through multiple pathways, from online exhibitions to a range of articles and essays, collaborations with museums around the world, engaging talks by leading industry figures, and educational resources for kids and adults.

Inclusion at MAP

At the heart of MAP's mission is the belief that art and culture should be accessible to all. The Inclusion Team plays a vital role in turning that vision into reality—working to ensure that everyone who engages with MAP feels seen, heard, and valued.

From our spaces and exhibitions to our programs and initiatives, the team works to make every aspect of MAP not only inclusive and accessible, but genuinely welcoming to people of all backgrounds, identities, and abilities.

Role Overview

The Senior Manager of Inclusion will lead the strategic vision and implementation of MAP's Inclusion Initiatives. This role is key to embedding inclusive practices across all areas of MAP's work—from policies and programmes to exhibitions and public engagement. The Senior Manager will ensure that MAP continues to be a space where everyone feels seen, heard, valued, and empowered.

Duties and Responsibilities:

1. Strategy, Implementation and Budgets

- Design, implement and lead MAP's Inclusion Strategy, aligning it with the organisation's mission and goals.
- Advise leadership on inclusive policies and culture-building.
- Set and monitor measurable inclusion goals across departments.
- Support departments in budgeting for inclusion (e.g. access services, multilingual content).
- Ensure fair pay, training access, and inclusive impact narratives in proposals.
- Assist in securing funding for inclusion-focused or integrated projects.

3. Policies & Processes

- Review and update policies to ensure equity, accessibility, and legal compliance.
- Embed inclusive practices across recruitment, procurement, exhibitions, and programming.

2. Culture & Engagement

- Promote inclusive language, cultural awareness, and open communication.
- Organise internal campaigns and events around cultural awareness and belonging.
- Organise staff learning opportunities in the context of inclusion by identifying trainers and workshop conductors.
- Establishing partnerships with artists, creators, or community groups representing disabled and neurodiverse communities, support them in becoming active stakeholders of the museum.
- Conduct accessibility audits and regularly evaluate inclusion outcomes.

Qualifications & Experience

- Leadership experience in DEIA (Diversity, Equity, Inclusion, Accessibility), ideally in cultural or nonprofit settings.
- Strong understanding of systemic inequities, inclusive practices, and anti-oppression frameworks.
- Excellent communication, facilitation, and stakeholder engagement skills.
- Familiarity with accessibility standards (e.g., WCAG, ADA) and inclusive design principles.
- Experience working in or with arts, heritage, education, or public-facing institutions.

**What We Offer:**

- Opportunity to work in a dynamic and innovative museum environment.
- Professional development opportunities to grow within the field.
- Competitive salary.
- Opportunity to represent MAP at inclusion-related forums and partnerships.

Equality & Diversity:

MAP is an equal opportunities employer. We oppose all forms of discrimination and believe that all people, regardless of their identity or membership of any group deserve to be treated equally, consistently and fairly. We welcome creativity, excellence and different perspectives that individuals of all backgrounds and abilities bring to our work.