

Inclusion Coordinator

Reports to: Senior Manager - Inclusion

Role type: Full Time

Location: Bangalore

Role Commencement: Immediate

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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 1000,000 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.

Our mission is to harness the transformative potential of art, to enrich lives, ignite creativity, and connect people. We make art accessible and engaging for everyone through innovative experiences, meaningful dialogue and building communities.

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, and then physically in February 2023, 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.

Position Summary

The Inclusion Coordinator plays a key role in advancing the Museum of Art & Photography's (MAP) commitment to accessibility and inclusion. This position ensures the thoughtful integration of Indian Sign Language (ISL) across exhibitions, programs, public engagement, and internal communication.

The role is instrumental in strengthening ISL representation at MAP and contributing to a broader culture of inclusion within the museum and across India's cultural sector.

Key Responsibilities

- Overall:
 - Work with the Inclusion team with Community Development and execution of workshops and walkthroughs.
 - Coordinate with other departments to design relevant outreach programs to specific communities
 - Assist in developing MAP's Inclusive and Accessible Research Framework.
- ISL Specific:
 - Strategic Input: Provide insights and lived experience to shape MAP's Inclusion goals, particularly from a Deaf and Hard of Hearing (HH) community perspective.
 - Accessibility Development: Identify and enhance services to ensure meaningful access for Deaf and HH visitors.
 - Community Engagement: Establish and maintain collaborative relationships with Deaf/HH organisations, communities, and schools.
 - Content Creation: Create ISL-based content for MAP's digital platforms to support outreach, education, and engagement.
 - Quality Assurance: Review and validate the accuracy and clarity of ISL translations and interpreted content across exhibitions, events, and communications.
 - Interpreter Coordination: Manage scheduling, coordination, and communication with interpreters for both internal meetings and public programs.
 - Public Programs: Design and lead ISL-accessible tours, walkthroughs, and community events for Deaf/HH audiences.
 - Annual Event Leadership: Plan, implement, and evaluate ISL-related programming during the International Week of Deaf People (IWDP) and similar initiatives.
- Administrative Oversight: Maintain records and manage documentation, and service provider communication.
- General Support: Contribute to wider Inclusion Department efforts beyond ISL as needed, demonstrating flexibility and team spirit.

Requirements

- While this role is primarily intended for a Deaf person with lived experience within the Deaf community, other candidates who demonstrate reasonable ability to execute the ISL related opportunities will also be considered.
- Minimum 2–3 years of experience in accessibility, Deaf/ISL Inclusion, or community engagement.
- Proficiency in Indian Sign Language (ISL), native user or strong fluency preferred.
- Strong organisational skills to coordinate interpreters, events, and content timelines.
- Comfortable working collaboratively across departments and with external partners.
- Experience working with Deaf/HH organisations, schools, and networks.
- Basic digital literacy (e.g., email, shared folders, virtual meetings).
- Ability to communicate effectively in English (written or typed).

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.