



MUSEUM OF ART & PHOTOGRAPHY

Head of Human Resources

Reports to: Director

Role type: Full-time

Manages: HR Coordinators

Location: Bangalore

Contract: Permanent

Salary: Competitive within the Not for Profit sector

Commencing: Immediately

Role Overview

The Head of HR will be responsible for overseeing all aspects of talent management at MAP. Supported by a team of HR Coordinators, they will manage the recruitment and selection of high quality talent, foster employee engagement, build a culture of support, inclusion and performance, fine tune processes, oversee payroll and HR processes, ensure compliance with relevant labour laws and regulations. A member of the Senior Management Team, the Head of HR will contribute to conversations about the overall management of the organisation and will work with peers to align HR strategies with the organisation's goals and values, as well as play an important role in guiding the organisation as it gets set for the next stage of development.

Duties and Responsibilities:

Talent Management

- Develop strategies to attract, recruit, and retain high-quality talent, including roles unique to a museum context/support career changers to grow into the museum context.
- Partner with department heads to identify skill gaps and identify learning and development programs.

- Manage performance systems, emphasizing growth, feedback, and measurable outcomes, based on MAP's values.
- Promote inclusion and accessibility practices, providing training and guidance as needed.
- Coach managers on HR best practices, including feedback, performance discussions, and appraisals.

Culture

- Implement initiatives to enhance employee engagement, motivation, and retention
- Coach managers to lead an inclusive, collaborative, and values-driven workplace.
- Design recognition and reward systems that reinforce desired behaviours.
- Lead goal-alignment exercises across teams to connect individual objectives with organisational priorities.

Processes

- Oversee HR policies, compliance with labour laws, and ethical practices.
- Ensure efficient HR operations across payroll, benefits, and employee data management.
- Develop and maintain HR frameworks, including pay scales, role structures, and an up-to-date HR manual, ensuring clarity, consistency, and alignment with organisational policies.
- Monitor and report on HR metrics (attrition, engagement, hiring timelines) to leadership.
- Build governance structures ensuring fairness, accountability, and transparency in all people processes.



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.

Please send your CVs to: maphr@map-india.org

Shortlisted candidates will be communicated to within 2 weeks of submission.