



## Head of Conservation

**Reports to:** Director

**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 100,000 works predominantly from the South Asian region: 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 and abilities. 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 a range of educational resources..

## **Role Summary**

The Head of Conservation leads MAP's Conservation Department and is responsible for the strategic, ethical, and professional stewardship of the museum's collection. With the conservation laboratory and core systems established, this role focuses on institutional leadership, grant and project management, team development, research, and long-term preservation planning. The HOD ensures that conservation practice at MAP aligns with international standards while responding to the specific climatic, material, and institutional contexts of India.

The HOD Conservation is a senior member of MAP's management team, contributing to organisational vision, policy, and planning, and representing MAP in national and international conservation networks.

## **Key Responsibilities**

### **1. Departmental Leadership & Strategy**

- Provide strategic direction for the Conservation Department, setting priorities aligned with MAP's mission, exhibitions programme, and collections growth.
- Oversee the effective functioning and continual strengthening of the conservation laboratory and related infrastructure.
- Develop and review conservation policies, protocols, risk management plans, and emergency preparedness frameworks.
- Contribute to institutional planning, budgeting, goal setting, and cross-departmental decision-making as part of MAP's management team.

### **2. Team Leadership & Capacity Building**

- Lead, mentor, and manage a multidisciplinary team including conservators, conservation assistants, technicians, and carpenters.
- Oversee recruitment, performance management, professional development, and succession planning within the department.

- Foster a collaborative, ethical, and learning-oriented work culture, encouraging research, peer exchange, and reflective practice.

### **3. Conservation Practice & Collections Care**

- Oversee condition assessment, documentation, and treatment of artworks across media (paper, photographs, paintings, wood, stone, metal, mixed media, etc.).
- Guide scientific examination, analysis, and research in collaboration with internal and external specialists.
- Ensure conservation inputs are integrated into exhibition planning, loans, acquisitions, storage, and collection care workflows.
- Provide expert oversight on preventive conservation, environmental monitoring, packing, transport, and display standards.

### **4. Grant, Project & Resource Management**

- Lead conservation-related grants and funded projects, including proposal development, budgeting, implementation, reporting, and compliance.
- Manage departmental budgets, timelines, and resources efficiently, ensuring transparency and accountability.
- Prepare internal and external reports on conservation activities, research outcomes, and project deliverables.

### **5. Research, Training & Field Engagement**

- Lead and contribute to research in conservation theory, materials, and practices relevant to MAP's collection and the Indian context.
- Conduct and oversee field surveys and advisory visits to institutions across India, assessing collection conditions and recommending improvements in storage and collections management.
- Design and deliver training programmes, workshops, and knowledge-sharing initiatives for conservators, museum professionals, and students.

## **6. Partnerships, Representation & Advisory Role**

- Represent MAP in conservation partnerships, professional forums, and collaborative projects at national and international levels.
- Build and maintain relationships with academic institutions, conservation studios, funding bodies, and professional networks.
- Liaise with external vendors, consultants, and clients for specialised conservation work, ensuring quality and ethical standards.

### **Skills & Experience**

- Advanced qualifications in Conservation or Conservation Science, with significant professional experience in a museum or institutional setting.
- Demonstrated experience in team leadership, project management, and grant-funded work.
- Strong understanding of international conservation standards and their application within South Asian contexts.
- Excellent communication, reporting, and stakeholder management skills.

### **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.