



Inclusion Manager

Reports to: Head of Inclusion

Role type: Full Time

Location: Bangalore

Role Commencement: Immediate

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.

Role Overview

The Inclusion Manager serves as the second-in-command within the Inclusion department, providing operational and strategic support to the Head of Inclusion. This role requires an individual capable of managing complex relationships, overseeing integrated programs, and maintaining standards of quality. The position demands both strategic acumen and hands-on execution capability, with flexibility to engage in strategic planning and detailed implementation work within the same timeframe.

Key Responsibilities:

- Ensure MAP's goals for Inclusion are delivered in line with the MAP's overall values and strategic objectives
- Support and facilitate internal teams in the implementation and embedding of the MAP's Inclusion strategy in their areas
- To proactively increase the representation of and visitors and employees from underrepresented communities in the Museum.
- 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 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.

Project Management

- Monitor and report on our progress against Inclusion objectives, identifying key opportunities for improvement and amplifying key messages.
- Research current and emerging issues and trends in the Inclusion in the arts landscape.
- Lead and support the effective coordination of internal teams/groups focused on developing strategies and implementing activity to improve Inclusion focus within their teams
- Managing budgets and assisting in donor reporting.
- Work closely with the Communications team to ensure that all marketing materials, website, social media are accessible.

- 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.
- Ensure documentation is updated.

Skills

- Knowledge of key Diversity, Equity and Inclusion principles
- Experience of running or contributing to Diversity, Equity, Inclusion initiatives
Experience of desk-based research, that is: researching a new topic, digesting information from multiple sources, analysing and reporting or presenting back
- Experience of managing multiple projects with multiple internal stakeholders
- Demonstrable commitment to Diversity, Equity and Inclusion Principles

Qualities

- Excellent interpersonal and relationship building skills
- Effective communications skills
- Dynamic self-starter who is able to prioritise and work under pressure
- Ability to plan ahead, multitask and manage time effectively
- Organised with careful attention to detail
- Effective team-worker with the ability to manage multiple workflows and relationships and ability to adapt accordingly

Educational Background:

- Bachelor's degree required. Post-graduate qualification in social work, or related disciplines is preferred.
- Experience in the arts is desired. Knowledge of Indian Sign Language desired but not compulsory.

Experience:

- 6-8 years of experience in non-profits or arts organizations with demonstrated expertise in community outreach and development, managing external collaborations (including events); and cross-functional team collaboration.

Candidates must have managed teams with accountability for deliverables and outcomes.

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. Persons from the queer, trans, non-binary and other gender minorities belonging to Dalit, Bahujan, Adivasi/Tribal, religious minorities, and disabled communities are encouraged to apply.