

Job description and selection criteria

Job title	Mountmaker
Division	Gardens, Libraries and Museums (GLAM)
Department	Ashmolean Museum
Location	Ashmolean Museum, Beaumont Street, Oxford, OX1 2PH
Grade and salary	Grade 5: £31,459 - £36,616 per annum
Hours	Full time (36.5 hours per week)*
Contract type	Permanent
Reporting to	Projects and Exhibitions Technical Manager
Vacancy reference	175768
Additional information	<p>*0.6 FTE / 21.9 hours per week could be negotiated for the right candidate.</p> <p>THIS IS A RE-ADVERTISEMENT OF VACANCY 169007, PREVIOUS APPLICANTS NEED NOT APPLY.</p> <p>Please note that the postholder is required to have a known consignor status which involves a satisfactory basic DBS check and a full 5-year referencing.</p> <p>This role involves lifting, carrying and moving objects (with or without adaptations) which on occasion may be heavy. All necessary health and safety training will be provided</p> <p><u>You are required to submit a CV, design portfolio and a supporting evidence form with your application</u>, outlining how you meet each of the selection criteria for the role (see the 'How to Apply' section for further details). All three documents listed above must be submitted in order to be considered for this role.</p> <p>Please contact the recruitment team if you require the job description in an alternative format.</p>
Closing date	12.00 midday GMT Monday 17 January 2025

Job description

Overview of the role

The Mountmaker is responsible for providing specialist mounts and planning, managing and implementing mountmaking programmes across the Ashmolean's collections. The postholder is expected to be able to handle museum artefacts. They will provide occasional support to other technicians as required and will work with a range of museum staff and external bodies. The Projects and Exhibitions Technical Team is a highly motivated team where the ability to work flexibly to tight deadlines and as part of a team is essential.

Responsibilities

- To design and fabricate mounts across the museum's varied collections using appropriate materials and in accordance with the Ashmolean design approach and conservation requirements.
- To review and advise on object mount requirements with curators, designers and conservators.
- To design and specify mounts to be made by external contractors, and supervise and train others if required.
- To develop and maintain a mountmaking workshop, including specifying and maintaining mountmaking equipment and maintain stock levels of consumables.
- Plan and manage mountmaking programme across the Ashmolean and agree deadlines and programme with other stakeholders (internal and external)
- To ensure workshop health & safety, including appropriate documentation, and that standards are maintained and kept up to date, working alongside the Projects & Exhibitions Technical Manager.
- Working concurrently on multiple projects, ensure deadlines are met and display elements are produced and delivered on time.
- To assist in the installation and de-installation of displays and exhibitions working with the Projects & Exhibitions Technical team and overall Major Projects & Exhibitions team as required
- Provide support to loans, special projects, off-site storage moves and any income generating activities (such as College/University installations) as required working with external contract support if required.
- To undertake any other duties that can be reasonably required within the nature of duties in this job description and are commensurate with the grade attached to it.

Other duties

- Working on occasional Bank Holidays, weekends, or evenings by the demands of exhibition projects.
- Participate in a regular Annual Review.

- Undertake any necessary training identified.
- Comply with health and safety regulations.
- Comply with the policies and procedures set out in the Handbook for University Support Staff.
- Any other duties that may be required from time to time commensurate with the grade of the job.

The Ashmolean Museum reserves the right to make reasonable amendments to the job description in consultation with the post-holder at any time.

Projects and Exhibitions Technical Team

The Major Projects & Exhibitions (MPE) Department is responsible for planning and delivering major cross-museum projects including gallery redevelopments, the programme of temporary exhibitions and displays at the Ashmolean and the significant programme of national and international loans. Within this structure, the Projects & Exhibitions Technical team works on all aspects of technical support for the preparation of collections on display, transit, exhibition, loan, and in reserve.

For more information please visit: www.ashmolean.org

Selection criteria

Essential selection criteria

- Experience in designing and fabricating mounts in conservation friendly materials, for a wide range of museum objects.
- Experience in hot works and silver-soldering relevant to mountmaking.
- Familiarity and proficiency in the safe use of powered tools including, but not limited to, drills, abrasives, metal forming and cutting.
- Understanding and application of Health & Safety as well as experience in the preparation of health and safety documentation (e.g. PUWER, SOP) including those relevant to workshop machinery and operation.
- Mount design experience working on displays for the museums, galleries and heritage or charity sector. Experience of working with and handling heritage objects.
- Excellent organisational, planning and administrative skills and ability to coordinate multiple activities to meet deadlines and to budget.
- Ability to work independently but have a flexible and adaptable approach and a willingness to work effectively and constructively as part of a team. Good communication skills with a wide variety of stakeholders.
- Manual dexterity and a high level of attention to detail and aesthetic judgement.
- Willingness and ability to use initiative and find innovative solutions using new materials and techniques if necessary.

Desirable selection criteria

- Patience, persistence and an ability to work with good humour under pressure.
- Experience using workshop machinery (relating to abrasives, turning or cutting). Certification in the use of lathes and power saws and be familiar with and proficient in the use of other powered tools as appropriate.
- Computer literacy and ability to use software relevant to mountmaking, such as CAD and willingness to train in the use of new software packages as and when required.

Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at: <https://www.jobs.ox.ac.uk/pre-employment-checks>

Hazard-specific / Safety-critical duties

This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service, and the offer of employment will be subject a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows:

- Working at heights
- Lone Working
- Driving on University business
- Regular manual handling
- Work with any substance which has any of the following pictograms on their MSDS:



Additional security pre-employment checks

This job includes duties that will require additional security pre-employment checks:

- A satisfactory basic Disclosure and Barring Service check due to packing works in a high security area of the museum.

Additional background checks – Known Consignor checks

Please note that this post is subject to checks necessary for the successful post holder to have known consignor status. You will therefore be required to provide employment and/or education history going back for a full 5 years in your application.

About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.



The Ashmolean Museum

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information, please visit www.ox.ac.uk/about/organisation

Gardens, Libraries and Museums (GLAM)

The Gardens, Libraries and Museums (GLAM) group includes the providers of the major academic services to the divisions, and also departments with responsibilities including, but extending beyond, the immediate teaching and research needs of the University. The collections embodied within these departments are an essential part of the University's wider nature and mission. They are part of its heritage as the country's oldest University and now form a resource of national and international importance for teaching, research and cultural life; they also make a major contribution to the University's outreach and access missions.

For more information please visit: <https://www.glam.ox.ac.uk/home>

The Ashmolean Museum

Who we are:

Open since 1683, we are the University of Oxford's Museum of art and archaeology. Situated in the heart of the city, we are an iconic cultural destination open to everyone every day.

With c.900,000 visitors a year (pre-Covid), we are the most visited university museum in the world.

What we do:

We preserve and share our collections and knowledge to promote research, learning and enjoyment.

Why we do what we do:

To illuminate our shared humanity.

We have three strategic pillars:

Collections: We care for, develop, and widen access to our collections.

Research and Teaching: We enable, lead and deliver world-class research and teaching.

Audiences: We provide engaging and inspiring experiences for increasingly diverse audiences.

In the next five years, we have five enabling priorities:

1. To support, develop and inspire our teams;
2. To promote equity and value diversity in all that we do;
3. To ensure we have the resources to deliver our work;
4. To work towards our commitment to achieve net zero carbon by 2035. Our environmental responsibility will inform our actions;
5. To ensure we have a building and infrastructure fit for purpose and our future.

For more information visit <https://www.ashmolean.org/>

How to apply

Applications are made through our e-recruitment system, and you will find all the information you need about how to apply on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application, you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV, design portfolio and a supporting evidence form. The supporting evidence form must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants).

All applications must be received by **midday** UK time on the closing date stated in the online advertisement.

Supporting Evidence form and Design portfolio

Please note that if you do not upload a completed supporting evidence form, design portfolio and a CV, we will be unable to consider your application for this role.

The inclusion of the supporting evidence form, design portfolio and CV is **a mandatory step** in the online application process.

References

Please give the details of two people who have agreed to provide a reference for you. If you have previously been employed, your referees should be people who have managed you for a considerable period, and at least one of them should be your formal line manager in your most recent job. Otherwise, they may be people who have supervised you in a recent college, school, or voluntary experience. It is helpful if you can tell us briefly how each referee knows you (e.g. 'line manager', 'college tutor'). Your referees should not be related to you.

Your referees will be asked to comment on your suitability for the post and to provide details of the dates of your employment; and of any disciplinary processes which are still considered 'live'. We will only take up references at offer stage.

If you currently work for the University, please note that:

- As part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving.
- Although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full-time post. If you are offered this post and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

If you need help

Application FAQs, including technical troubleshooting advice is available at: <https://staff.web.ox.ac.uk/recruitment-support-faqs>

Non-technical questions about this job should be addressed to the recruiting department directly on recruitment@glam.ox.ac.uk

To return to the online application at any stage, please go to: www.recruit.ox.ac.uk

Please note that you will receive an automated email from our online recruitment portal to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

Relocation

At the moment, the Ashmolean Museum is not offering relocation expenses to this post

Important information for candidates

Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at: <https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>. The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at grade RSIV/D35 and clinical equivalents E62 and E82, which with effect from 1 October 2023 will be 30 September before the 70th birthday. The justification for this is explained at: <https://hr.admin.ox.ac.uk/the-ejra>

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: <https://hr.admin.ox.ac.uk/the-ejra>

There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equality of opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Photographs: Copyright Ashmolean Museum, University of Oxford

Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See <https://hr.admin.ox.ac.uk/staff-benefits>

University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See www.club.ox.ac.uk and <https://www.sport.ox.ac.uk/>

Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See <https://welcome.ox.ac.uk/>
There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependents. See <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

Family-friendly benefits

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See <https://hr.admin.ox.ac.uk/my-family-care>

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries.

For full details, including how to apply and the costs, see <https://childcare.admin.ox.ac.uk/>

Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, see <https://edu.admin.ox.ac.uk/disability-support>

Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at <https://edu.admin.ox.ac.uk/networks>

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See www.newcomers.ox.ac.uk