



Photography Conservator

Full-time and Permanent

Salary £34,944 - £38,218 (pay award pending)

Plus generous benefits package

Flexible working

About the role

We are delighted to announce a new opportunity for a Photography Conservator to join our Conservation Department. This is a newly created post and an exciting chance to help shape how we care for and interpret our rich and varied photography collection, which is extensive, diverse, complex, and full of stories waiting to be discovered.

To succeed in this post, you'll bring resourcefulness, enthusiasm, and excellent interpersonal skills along with a strong professional network. You will have the relevant experience, and you will be confident in assessing and treating a wide range of photographic materials and formats.

You will contribute directly to our mission to make art work for everyone. You'll be at the heart sharing this collection with the widest possible audience. Your work will play a vital role in delivering our wider strategy, supporting our Public Offer, equalities, and environmental priorities.

You'll help preserve the collection while enabling us to deliver an ambitious programme of exhibitions, a generous lending programme from our diverse collections and a busy acquisitions programme. Through research and outreach, you will deepen knowledge of the collection and help attract new audiences to engage with it.

The photographic collection includes historic and contemporary paper-based material which include photographic prints on a range of supports, slides, plastic and glass plate negatives, photographic albums, cameras and other photographic studio equipment.

This is more than just a conservation role. It is an opportunity to make a lasting difference to the way we care for, understand, and share one of the most complex and compelling parts of the collection.

The difference you'll make

The role sits within our Paper Conservation section within the Conservation Department, where you will work closely with colleagues specialising in preventive conservation, paintings, frames, sculpture, and time-based media. Together, we are a collaborative department where everyone strives to keep abreast of recent developments within the wider profession. Knowledge-sharing, research, and innovation are encouraged and celebrated. You will also have the chance to develop and embed professional approaches to the conservation of photographic materials across the collections.

Reporting to the Lead Paper Conservator, your core activities will include:

- Delivering conservation input for exhibitions involving photographic material, as well as supporting paper conservation colleagues in general exhibition preparation.
- Providing conservation advice for new acquisitions and loans and digitisation programmes together with the paper conservation team, with a focus on photographic material.
- Maintaining the collection, working with the curators and other colleagues to ensure high standards of collections care in our spaces, often through rehousing projects; and implementing preventive measures to safeguard objects during transit.
- Developing appropriate methodologies for documenting photographic material and completing documentation, including entering information into our collections management database.
- Communicating and collaborating frequently with colleagues including other conservators, technicians, registrars and curators.
- Keeping abreast of sector developments in photography conservation and undertaking appropriate art historical and heritage science research, to enhance our knowledge of the collection and inform working practices.
- Delivering activities to widen our audiences and encourage engagement with conservation.
- Working with and supervising volunteers, placement students and external conservation specialists.
- Delivering photographic conservation projects including interventive conservation treatments. For objects that fall outside your area of expertise, undertaking research and benchmarking with other organisations to devise appropriate strategies.

Who we are looking for

To succeed in this role, you'll need the following range of knowledge, skills, and experience:

- A recognised qualification in paper or photographic conservation with demonstrable specialism in photographs and related materials.
- Proven work experience in the museums sector (post-education/training).
- Experience of caring for non-paper-based photograph materials, including time-based media (or a desire and willingness to gain this knowledge).
- Professional accreditation through the Institute of Conservation (ICON) PACR scheme, or a clear commitment to work towards this.
- Experience in condition surveying photographic material across collections, identifying at-risk and hazardous objects, and implementing solutions for safe transport and public access.
- A track record of delivering photograph conservation projects for a range of formats and material types, with the ability to devise innovative solutions to new challenges.
- The ability to undertake research and experience of writing for publications and social media.
- Strong written and verbal communication skills, including the ability to produce clear, accurate and well-structured documentation.
- The ability to work effectively as part of a team, and the confidence to take on a leading role when required.

- Excellent time-management and organisational skills, with the ability to prioritise and deliver under pressure.
- Strong connections within the photographic conservation sector, and commitment to continuous professional development.
- Knowledge of relevant Health and Safety regulations.
- Excellent IT skills, including MS Office and image processing software.
- Experience of using a collections management database.

It would also be great if you have experience of:

- Factoring equalities and environmental sustainability into your work.
- Supervising placement students and volunteers.

We are National Galleries of Scotland

Our three Edinburgh galleries are the National, Modern and Portrait. We house and look after Scotland's amazing world-class art collection – one of the finest in the world. Step inside and explore treasures from Botticelli and Titian to the very best modern art to contemporary portraits of pop culture icons. And, as you'd expect, the world's greatest collection of Scottish art, our national collection. We also have an outstanding collection of Western art from the late Middle Ages to the present day.

We're a space for thinking, dreaming, doing, and playing. Soak up the art. Meet friends in the cafés. Have a family picnic surrounded by the sculptures in the Modern grounds. Be inspired by our amazing art films. Choose your own experience. There is no one way to enjoy Scotland's national collection. We are yours to discover.

As well as displaying our art at our three Edinburgh sites, we also share it through an active programme of partnership across Scotland, the rest of the UK and abroad, as well as online.

We conserve and research our collections and we are committed to reaching the widest possible audience through our ambitious plans. Visitor numbers to our sites in Edinburgh totalled an average of 2.5m visitors a year in the years prior to the global pandemic.

What's important to us

We make art work for everyone. That's our purpose and it drives everything we do. This is an exciting time for us, as we move forward with our engaging strategic vision: Art for Scotland: Inspiration for the World.

We're putting our audience at the heart of what we do. Matching Scotland's rich collection, our expertise and creativity with the needs and wants of our visitors. Finding new ways to connect with more people and create an innovative, inclusive organisation that can meet the challenges of our ever-evolving world.

We're committed to looking at how we operate as well as how we engage our audiences. We will play our part in tackling the Climate Emergency, and we're embedding Equality, Diversity, and Inclusion (EDI) in the way we work. We want everyone to feel a sense of belonging and freedom to be themselves at work or at play with us.

What's on offer for you

Our colleagues will tell you great things about working here. We aim to ensure the National Galleries of Scotland is a great place to work, where our people thrive in a culture where we are trusted, empowered, and engaged to achieve our true potential. We offer a range of benefits to promote healthy working lifestyles for all our colleagues. Details specific to this role are:

Salary

£34,944 - £38,218 per annum (pay award pending). Starting salaries will normally be at the minimum rate depending on experience.

Hours

35 hours per week excluding a one-hour unpaid lunch break each day Monday to Friday. We're also committed to supporting flexible working options for everyone which includes flexible working, and flexitime policies.

Holidays

When you first join, you'll get 36.5 days holidays per year (including public and privilege holidays). After 5 years your annual leave will increase to 41.5 days.

Where you'll be based

You will be based mainly at Modern One, 75 Belford Road, Edinburgh, EH4 3DR where free car parking is available on site. However, you'll work across all of our Galleries based in the heart of Edinburgh - the National, Portrait, and Modern (One and Two).

Pension

We are a [Civil Service Pension](#) employer. You get to choose if you want a defined benefit or stakeholder pension. The benefits of joining the scheme include [generous employer contributions](#) to your future pension, life assurance, and options to increase your pension. If you join the alpha Civil Service pension scheme our contribution will be 28.97% for this role.

Other benefits

Family friendly working policies, free or discounted entry to various visitor attractions, staff discount at our shops and cafés, Cycle to Work Scheme, wellbeing support and services including our Employee Assistance Programme.

The closing date for completed applications is 12 noon on Thursday, 15 January 2026.

Please note that the successful candidate will be subject to Basic Disclosure Scotland security clearance.