



Future Curators Programme

Easier to Read

Recruitment Pack

Information for Disabled, Deaf and Neurodivergent emerging curators to apply for paid curatorial positions at John Hansard Gallery, Southampton, and Midlands Arts Centre (MAC), Birmingham.

**John
Hansard
Gallery**

mac
Midlands Arts Centre

Future Curators Programme Partners

The Future Curators Programme brings together seven partners from across the UK to deliver different opportunities in different regions for emerging disabled curators to work within visual arts organisations.

The Programme is designed and managed by DASH.

Programme partners Disability Arts Online, Arts Catalyst and Newlyn Art Gallery & The Exchange have already completed or are about to complete recruitment for their curators.

For this recruitment round and included with this pack there is one opportunity each from **John Hansard Gallery**, and **Midlands Arts Centre (MAC)**.

Opportunities from Middlesbrough Institute of Modern Art (MIMA) and Wysing Arts Centre will be available soon.



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Introduction: Future Curators Programme

Heather Peak

Artist/ DASH Chief Executive Officer/ Artistic Director

The Future Curators Programme is a residency programme for disabled curators founded and led by DASH in collaboration with our partners:

- Arts Catalyst, Sheffield
- Disability Arts Online, UK-wide
- John Hansard Gallery, Southampton
- Midlands Arts Centre (MAC), Birmingham
- Middlesbrough Institute of Modern Art (MIMA)
- Newlyn Art Gallery & The Exchange
- Wysing Arts Centre, Cambridge

This programme is generously funded by Arts Council England, Esmée Fairbairn Foundation, and the Art Fund.

The support of our funders ensures that we can continue to build sustainable change within the visual arts sector, with a focus on disabled voices and leadership.

Grounded in Disability Justice, the programme brings together disabled curators, institutions, and partners through:

- Action research.

- Critical dialogue.
- System change.

It challenges traditional models of leadership and curatorial practice, creating spaces where access, care, and imagination drive artistic innovation.

The Future Curators Programme envisions a future led by disabled creativity and leadership — a visual arts sector that is equitable, dynamic, and enriched by diverse perspectives.

Our vision is to build a sector that:

- Enables, values, and celebrates disabled curators and artists.
- Centres Disabled, Deaf, and Neurodivergent leadership, aesthetics, and critical thinking.
- Embeds anti-ableism and Disability Justice at the heart of best practice.

We welcome applicants who identify across the broad spectrum of disability, including:

- Disabled
- Deaf
- Chronically Ill
- Neurodivergent
- Crip

- Mad
- Sick
- Spoonie

Through this programme we will:

- **Support and celebrate your professional and creative development.**
- **Work together to shape a future in which disabled leadership is not an exception, but an essential and permanent presence.**

I encourage you to:

Explore the details of the curatorial positions within this pack.

Learn about the opportunities on offer at each partner organisation.

Consider how your skills, ideas, and lived experience could shape the future of the visual arts sector.

We are excited to recruit the next generation of curators who will lead, question, and transform the arts sector with vision, creativity and curiosity.

With solidarity and warmth.

Heather Peak

Artist/ DASH Chief Executive Officer/ Artistic Director



About DASH

DASH has undertaken 20 years of important work with representation and collaboration at our heart.

We've built inspirational and long-lasting partnerships with some of the UK's leading galleries and museums, Disabled, Deaf and Neurodivergent artists, art workers and audiences.

It is on these shoulders we stand as we begin our next chapter.

We are committed to being truly disabled-led and representative of our artists and people we work with.

The Future Curator roles are available for applicants who are Disabled, Deaf, Neurodivergent and/or have any long-term physical or mental health conditions or illness, who are creative, curious, engaged and proactive.

For more information about DASH visit: www.dasharts.org



About John Hansard Gallery

John Hansard Gallery is part of the University of Southampton.

It is one of the UK's leading contemporary art galleries and plays a dynamic role in the cultural life of Southampton and the region.

Our vision is to create a curious, connected and inclusive world, inspired by art.

We create extraordinary encounters - connecting people, communities and artists.

As a contemporary art gallery, we provide inclusive, collaborative and open spaces for reflection, excitement, challenge and to develop potential.

Our programme includes:

- Exhibitions.
- Commissions.
- Partnerships.
- Learning.
- Research projects.

We are proud to be locally engaged, nationally pioneering and internationally recognised.

Since being founded in 1979, we have presented over 300 exhibitions, featured over 1,800 artists and received critical and global acclaim.

We highlight artistic and curatorial excellence and innovation through:

- Nurturing the development of new artwork
- Thorough and careful learning
- Seeking the widest possible level of participation

We believe that art practice is relevant to contemporary life and aim to create rich opportunities for audience engagement.

In May 2018, we moved from our former home of 30 years, (University of Southampton's Highfield Campus) to a brand new, purpose-built gallery in the heart of Southampton's Cultural Quarter.

In an average year we welcome over 100,000 visitors.

For more information, please see www.jhg.art



John Hansard Gallery

Future Curator Job Description

John Hansard Gallery seeks a Future Curator who will be an integral member of the John Hansard Gallery programme team.

The Future Curator will work collaboratively to develop and deliver the contemporary visual arts programme.

Working with:

- Exhibitions departments
- Engagement departments
- University partners

Key Responsibilities:

1. Programme Development & Delivery

- To support the exhibitions and engagement teams in developing and delivering John Hansard Gallery's ongoing programme.
- To work alongside colleagues to contribute to: project coordination; artist liaison, and strategic planning.
- Gain comprehensive experience across all aspects of gallery operations.

2. Research & Critical Practice

- Undertake curatorial research.
- Contribute to publications and digital content.
- Participate in public programmes including talks, tours, and workshops.
- Develop critical writing and presentation skills.
- Build knowledge of contemporary visual arts practice.

3. Digital Array & Mezzanine Programming

- Support programming initiatives for John Hansard Gallery's Digital Array and Mezzanine Gallery during 2026.
- Develop innovative approaches to digital and smaller-scale exhibitions in 2027 that complement the main programme.
- Explore new curatorial methodologies and audience engagement strategies.

4. Collaboration & Learning

- Collaborate extensively with departments across the Gallery and University.
- Engage with the broader cultural sector through partnerships; professional development opportunities; Future Curators Programme network.

5. Independent Curatorial Project

- Work towards curating an independent exhibition in John Hansard Gallery's main ground floor gallery space (February – May 2027).
- This will run alongside Becky Beasley's solo exhibition in the upper galleries.
- This project will be an opportunity to showcase the curator's developing practice.

This role offers exceptional professional development opportunities within a leading contemporary art gallery and will provide hands-on experience across all aspects of contemporary curatorial practice.

Salary: £31,236 pro rata (or freelance equivalent)

Hours: 0.4 FTE (or 2 days per week)

Contract: 18-months fixed-term with potential for long-term recruitment, funding permitting.

Reports to: Gallery Director and Heads of Programme.

Person Specification

Essential

- Experience or strong interest in curatorial practice, particularly in contemporary art spaces.

- Knowledge of current trends and developments in the visual arts sector.
- Excellent communication and interpersonal skills, with ability to work collaboratively across diverse teams.
- Strong organisational and administrative skills with attention to detail.
- Commitment to inclusivity, diversity and accessibility in arts programming.
- Ability to manage multiple projects and work effectively under pressure.
- Passion for contemporary visual arts and supporting emerging artistic talent.

Desirable

- Degree level or relevant experience in related subject (Fine Art, Curation, Art History, Museum Studies, etc.)
- Experience with exhibition installation, coordination or gallery operations.
- Knowledge of accessibility considerations in exhibition design and programming.
- Experience in arts administration, event coordination or project management.

- Strong research and writing skills with ability to produce clear documentation.
- Experience with digital platforms, content management systems or social media.
- Public speaking, presentation or educational programme experience.
- Understanding of health and safety requirements in cultural venues.
- Networks within the visual arts and creative industries.
- Interest in innovative curatorial approaches and digital exhibition formats.



John Hansard Gallery

Future Curator Application Process



Deadline: Monday 1 December 2025, 23:59pm



To apply send:

- **a CV**, in any format, 2 pages maximum.
- **the names of 2 people who can provide references** (to be contacted after a conditional offer is made).



To accompany your CV, please consider and respond to the following three questions:

1. **Why** are you applying to the Future Curator Programme?
2. **How** does your experience to date make you suitable for the role?
3. **What** specific area or areas of interest would you look to explore once in post?

Please respond **using one** of these formats:



A written text (maximum 1000 words)



A film (maximum 7 mins)



An audio recording (maximum 7 mins)



A visual collage or drawing* plus written (max. 400 words) or audio (maximum 3 mins) text.

***Please provide a digital photo** of your collage/drawing **or a WeTransfer link** to your audio recording or film since we are unable to accept physical submissions in the post.



Please complete our **Equal Opportunities Monitoring form**.

This form will be viewed alongside your application and made available to the selection panel.



Please email your CV & text / film / audio or collage / drawing to jennifa@jhg.art

Please use **‘Future Curators Programme Application’** as the **subject header**.



John Hansard Gallery

Future Curator Application & Interview Process



If you have any questions about the application process, **please email** Jennifa Chowdhury jennifa@jhg.art

A dedicated **Q&A** page will be available on our website for inquiries about the role. We will update the content in response to incoming questions.

Please keep checking the website: www.jhg.art



If you would like to speak with someone in confidence about the role, or to learn more about what John Hansard Gallery does, the following team members are available for a Zoom/ Teams or telephone conversation:

- **Lynne Dick**, Head of Programme (Engagement & Learning)
- **Jennifa Chowdhury**, Programming Curator



To book a meeting, please email:

Lynne Dick at lynne@jhg.art

Jennifa Chowdhury at jennifa@jhg.art

Please include **‘Future Curator Programme’** in the **subject header** and the **name of the person** you would like to speak with.



Important Information

- **If selected for interview** you will be notified by **Monday 8 December 2025.**
- **Interviews to take place:** **Monday 15 December 2025.**
- **The panel will include 2-3 people** from the John Hansard Gallery's Team.
- **Questions will be provided 1 week in advance** of the interview.
- **Contact us** if there are issues with the interview date.
- **Please tell us about any additional accessibility requirements.**
- **Feedback** will be given to all applicants on request.
- **Decisions** will be made by **Friday 19 December 2025.**
- **Successful applicants** will be in place with induction training commencing Monday 9 February 2026 (subject to confirmation).

Thank you and good luck!



About Midlands Arts Centre (MAC)

For over 60 years, Midlands Arts Centre (MAC) has connected people with creativity. We are a contemporary arts centre and independent charity.

Set in the magnificent surroundings of Cannon Hill Park in Birmingham, MAC is the number one visited free attraction in the West Midlands.

We're proud to offer a dynamic programme of live theatre, cinema, visual arts exhibitions, practical courses, and special events.

MAC has a focus on sustainability, accessibility, and inclusion.

We work hard to support both international and local artists and develop programmes for and with our local community.

We're excited to announce a new opportunity for a disabled curator to join MAC as our Assistant Curator.

This role is informed by lived experience of disability and has been created to provide meaningful, supported entry into the visual arts sector.

We actively encourage applications from disabled people who are passionate about curation, inclusive practice and developing artists who are under-represented in contemporary culture.

Working closely with MAC's Senior Curator, you'll gain hands-on experience across all aspects of exhibition-making, from planning and liaising with artists to installing exhibitions across our three gallery spaces and wider venues.

This role begins with learning.

You'll spend time:

- Getting to know our busy arts centre.
- Embedding yourself in our collaborative culture and the wonderful work with communities.
- Have the opportunity to grow your skills with confidence with support from our experienced team including colleagues working in: Technical; Marketing and Learning and development.

MAC has a wide range of facilities including:

- **Theatres.**
- **A cinema.**
- **Studios** for visual arts, music, and performance.

We welcome experimentation across artforms, and this role offers freedom to explore and innovate.

You'll be part of a dynamic Arts Team lead by the Artistic Director, whose knowledge and experience will offer a range of alternative artistic approaches.

Most importantly, at MAC we are committed to championing new voices. As Assistant Curator, you'll be supported to shape and deliver your own ambitious exhibition or project, with a dedicated budget and curatorial mentorship throughout.



Midlands Arts Centre

Future Curator Job Description

Assistant Curator

Salary: £10,716 per year (full time equivalent: £26,792)

Hours: 2 days per week (15 hours)

Start Date: 1 February 2026 to 31 May 2027

Contract length: 18 months

Location: Midlands Arts Centre, Birmingham

Reports to: Roma Piotrowska, Senior Curator

Job Purpose:

The Assistant Curator supports the planning, development, and delivery of MAC's exhibitions and visual arts projects.

The role will engage diverse audiences, build partnerships, and contribute to inclusive, socially engaged programming reflecting contemporary art practices.

Key Responsibilities:

Curation and Programming

- Help research and create content for MAC's exhibition programme.

- Work with MAC's Senior Curator to plan, develop and deliver your own idea for an exhibition or visual art project.
- Communicate and work with artists, curators and partners to help plan exhibitions and projects.
- Help with completing contracts, lists of artworks and condition reports for artworks.
- Help manage exhibition budgets by getting cost estimates and dealing with invoices.
- Help plan exhibition layouts, installation schedules and prepare artworks for transport.
- Keep up to date with what's happening in contemporary and socially engaged visual arts practice by attending events and exhibitions at MAC and other cultural venues.

Audience Development

- Create information panels and guides to help visitors better understand and enjoy exhibitions.
- Help plan and run talks or special events that explore current topics in modern visual arts.
- Try out creative and different ways to share information about exhibitions and artists with MAC's audience.

Partnerships

- Build and maintain working relationships with a variety of partners and artists.
- Be engaged and connected with the Future Curators Network.

Communication

- Support and speak up for better representation of disabled artists, and advocate for improved access and opportunity.
- Help with marketing activity to support MAC's exhibitions programme.
- Make sure exhibitions and special projects promote MAC creatively through public relations and digital media.

General

- Participate in training and learning activities as required.
- You might need to work some evenings or weekends, but this will be discussed and agreed in advance.

Person Specification

Core Requirements (You should meet most of these requirements)

- **Professional Experience:** Voluntary or paid experience working in a similar role or cultural setting.
- **Knowledge:** An understanding of modern art made by disabled artists, and an awareness of the challenges they often face.

Awareness of current trends and issues in the visual arts world.

- **Skills & Abilities:** Good written and verbal communication skills, with the ability to communicate clearly for different audiences.
- Ability to manage time well, stay organised, and handle multiple tasks.

Personal Attributes:

- Genuinely enjoys art.
- Committed to supporting artists and getting local communities involved in the arts.
- Enjoys working with others and can build good relationships with colleagues, artists, and partners.
- Able to come up with new ideas and solutions.

- Careful and accurate; especially when handling artworks, documents, or budgets.
- Willingness to learn – open to feedback, training, and new experiences.
- **Values & Behaviours:** Commitment to inclusion – interested in supporting better access, representation and opportunities in the arts.
- **Other Requirements:** Willing to work occasional evenings or weekends when needed. Willing to travel when needed.

Desirable Requirements (You should meet some of these requirements)

- **Education:** A University degree in an arts or creative subject.
- **Knowledge:**

Understanding of the social and medical models of disability.

Knowledge of the Disability Arts sector. Familiarity with modern artists or art movements – especially those linked to disability, activism or social issues in their work.
- **Values & Behaviours:** Supports and speaks up for people who are often left out or under-represented in the arts.
- **Locally based.**



Midlands Arts Centre

Future Curator Application Process



Deadline: Monday 1 December 2025 by 12 noon



To apply, please send:

1. **A CV**, in any format.
2. **A written text, film or audio recording** answering the below 3 questions.
3. **The names of 2 people** who can provide references (to be contacted after appointment).



To accompany your CV, please consider the following 3 questions:

- **Why are you applying** to the Future Curator Programme? How does your experience make you suitable for the role?
- **What areas of interest** would you look to explore in this role?

Please respond **using one of these formats:**



A written text (maximum 1000 words)



A film (maximum 7 mins)



An audio recording (maximum 7 mins)



Please complete our **Equal Opportunities Monitoring form**.
This form will be viewed alongside your application and made available to the selection panel.



Please email your CV & text/film/audio response to the questions to
personnel@macbirmingham.co.uk

Please use 'Future Curators Programme Application' as the **subject** header.



Midlands Arts Centre

Future Curator Application & Interview Process



If you have any questions about the application process, please email our personnel department at: personnel@macbirmingham.co.uk

A dedicated Q&A page will be available on our website for enquiries about the role. We will update the content in response to incoming questions.

Please keep checking the website:
<https://macbirmingham.co.uk/about/jobs>



If you would like to speak with someone in confidence about the role, and to learn more about what MAC does, the following individuals are available for a Zoom/Teams or telephone conversation:

- Roma Piotrowska, Senior Curator
- Debbie Kermode, CEO & Artistic Director

To book a meeting, please email personnel@macbirmingham.co.uk with 'Future Curator Programme' in the subject header and the person named above who you would like to speak with.

Important Information

- If selected for interview you will be notified by **Wednesday 3 December 2025.**
- Interviews to take place: **Tuesday 9 December 2025.**
- The panel will consist of 3 people from MAC (CEO/Curator/Business, HR Coordinator & Wellbeing Champion).
- Questions will be provided 1 week in advance of the interview.
- Contact us if there are issues with the interview date.
- Please tell us about any additional accessibility requirements.
- Feedback will be given to all applicants on request.
- Decisions will be made week commencing **15 December 2025.**
- Successful applicants will be in place with induction training commencing early February (subject to confirmation).

Thank you and good luck!





Important Information

DASH is a disabled-led visual arts organisation. Our values and those of our partners are based upon equality of opportunity and the **Social Model of Disability**.

To show our commitment to be truly disabled-led, **the roles in this pack are primarily open to Disabled, Deaf and Neurodivergent applicants.**

This is because lived experience and understanding will help us to achieve our aims of creating opportunities for disabled artists to develop their creative practice.

We are also encouraging and prioritising applications from people who face the highest barriers to accessing careers in the arts.

This includes people whose access requirements are less likely to be met in other spaces and who also experience racist and classist barriers.

DASH and our partners are equal opportunities employers.

Applications are welcome from all suitably qualified persons regardless of:

- **Age**
- **Gender**
- **Sexual orientation**
- **Religion**

- **Nationality Ethnic origin**
- **Disability**
- **Marital status**
- **Pregnancy**

GDPR

Personal data notice

As part of our recruitment process, DASH and our partners collect and processes personal data relating to job applicants.

We want to be clear about how we collect and use data to meet our data protection obligations.

To carry out the recruitment process the partners will internally to their organisations share the personal data received from you in your application with the relevant shortlisting and interview panels for the organisation you are applying to.

This information will be restricted to those involved in the recruitment process.

DASH and our partners are committed to the safeguarding and welfare of adults, children and young people with care needs and expects its staff and volunteers to share this.

All positions at DASH and with our partners require a DBS check, either enhanced or basic, depending on the specific role.



Useful Definitions

Social Model of Disability

The social model of disability says that people are disabled by barriers in society and not by their impairment or difference. Barriers can be physical, or they can be caused by people's attitudes and prejudice.

Using the social model helps to recognise these barriers. By removing these barriers, we can create more equality and equity for disabled people.

Learn more about the Social Model in this short film available on the Shape Arts website: **[Social Model of Disability - YouTube](#)**

Neurologies

Neurologies are the diverse ways that people think and the ways they experience and understand the world.

Neuroaffirming

Different neurologies can be unfairly, or wrongly considered a problem. For example, autism, ADHD or dyslexia.

Neuroaffirming means that all neurologies are seen to be of equal value.

Psychological safe space

A psychological safe space is a place where you feel comfortable to share your ideas, concerns and to make mistakes. You feel safe to be honest and speak truthfully without a fear of punishment, rejection, being mocked, or judged.

Intersectionality

Intersectionality refers to the overlap of social identities.

Usually these are protected characteristics, (protected in law) such as race, gender, disability, class, and sexuality. Discrimination experienced by a person is increased when they have more than one protected characteristic.

Intersectional critical thinking

Intersectional critical thinking is the understanding that the various social identities of a person will result in different experiences of discrimination. An intersectional approach to critical thinking will present a wider range of opinions and understanding of different situations.

Critical Thinking

Critical thinking is the ability to analyse information and form a judgment. To think critically, you must be aware of your own prejudices and assumptions.

Protected Characteristics

There are nine protected characteristics:

- **Age**
- **Disability**
- **Gender reassignment**
- **Marriage and civil partnership**
- **Pregnancy and maternity**
- **Race**
- **Religion or belief**
- **Sex**

- **Sexual orientation**

It is against the law to discriminate against someone because of a protected characteristic.

Systems Change work

Systems change is about changing how our society is structured.

We believe that barriers, prejudice, and exclusion by society is disabling.

By understanding the systems we are part of; our partners and networks will be more successful in challenging them to create a fairer world.

Net Zero

Net zero means no longer adding to the total amount of greenhouse gases in the atmosphere. Greenhouse gases include carbon dioxide (CO₂) and methane.

These gases increase global temperatures by trapping extra energy in the Earth's atmosphere.

Access Requirements

Access requirements are the adjustments or changes needed to remove or reduce a disadvantage related to a person's impairment.

For example, BSL, audio description, clear directions, quiet space, regular breaks.

Theory of change

Theory of Change is when an idea or ideas of how to make social change help to inform activity such as programmes, projects or strategies.

The outcomes of work undertaken contribute to the intended result.

Theory of change frameworks

Theory of change frameworks are the systems that are put in place to capture and evaluate these ideas, and the effectiveness of the activity undertaken in achieving the predicted/ desired outcomes.

Lived Experience of Disability

The lived experience of disability is the first-hand knowledge and understanding gained by people who have a personal, embodied experience of a disability.

This includes people identifying with a broad definition of 'disabled' E.g:

- **Disabled**
- **Deaf**
- **Chronically ill**
- **Neurodivergent**
- **Crip**
- **Mad**
- **Sick**
- **Spoonie**

