

Curator of Community Voices Candidate Pack



harewood.org

Photo credit Lee Beel



ABOUT HAREWOOD

Harewood House Trust is an educational charity which engages 250,000 visitors every year through our outstanding collections, with a 30-year commitment to contemporary programming that links them. It is one of England's finest 18th century country houses, with a magnificent collection of fine and decorative arts; an accredited museum, with a nationally designated collection, it is also the family seat of the Earl and Countess of Harewood.

As an educational charitable trust, Harewood's key objectives are:

- to preserve for the benefit of the public the House, Gardens and Collections
- to promote the study and appreciation of the arts and sciences
- to provide facilities for recreation.

Alongside the care, conservation and interpretation of the core collection, Harewood runs a series of innovative exhibitions of contemporary as well as historic art. The Trust also has a commercial arm that manages its trading operation including major outdoor events, conferences, corporate functions, fine dining, cafés and other retail and food outlets throughout the site.

In the 18th century, Edwin Lascelles used profits from the Transatlantic trade in enslaved people and its associated industries to build Harewood House. Today, Harewood House Trust strives to acknowledge this abhorrent history and its ongoing impacts on our local communities and across the world.

We actively celebrate and collaborate with a diverse range of individuals and groups to ensure that Harewood is an ally for all audiences, artists and collaborators who have faced discrimination and inequality, breaking down barriers to ensure Harewood is as inclusive as possible for all our audiences.

REIMAGINING HAREWOOD

Reimagining Harewood aims to encourage a more diverse range of people to experience and engage with our heritage, improve understanding of Harewood's history, enhance and heal our historic landscape and support Harewood's long term financial and environmental sustainability.

We will achieve this through capital works, new gardens, new interpretation and displays and engagement activities that will remove barriers to access and participation. A new visitor centre in the existing Grade II Bakehouse will not only be conserved and restored for the future, but it will also become an important touchpoint for all visitors, offering accessible and welcoming facilities and inclusive interpretation co-designed with descendant and local communities. Harewood's landscape will be healed with improved biodiversity; and historic sightlines between the House, Bakehouse and Courtyard restored. Restored Pleasure Grounds and a new signature garden, the South Garden - will elevate our outdoor offering, ensuring that our gardens provide year-round interest and engagement.

REIMAGINING HAREWOOD

We acknowledge that improving diversity across our team is essential to achieving Harewood's ambition to engage meaningfully with its diverse audiences and to build upon the organisation's work in this area so far. We want to ensure the perspectives and voices of marginalised audiences, particularly those who are directly affected by the legacies of colonialism and slavery are more authentically represented at Harewood.

The post-holder will become embedded within a wider team committed to working towards this aim and who share this organisational responsibility. The post-holder will work in close collaboration with the wider Harewood team and project consultants to fulfil the outcomes of the Reimagining Harewood project.

We acknowledge Harewood's deeply challenging histories and the emotional labour inherent in this work. The post-holder will be supported to prioritise time for reflection and dialogue, both internally and externally, as well as practice care for themselves and project participants.



CURATOR OF COMMUNITY VOICES

Responsible to Senior Curator

Hours 32 hours per week (0.8 FTE) worked over 4 or 5 days

Salary £30,000 FTE/ £23,994 per annum pro rata

Contract 18 month Fixed Term Contract

Job Summary

This post is funded by the National Lottery Heritage Fund and the postholder will be responsible for delivering aspects of the activity plan of the Heritage Fund Development Stage of the Reimagining Harewood project. The post may be extended if Harewood successfully secures The Heritage Fund Delivery Stage funding.

Main Purpose of the Role

You will join a highly motivated team which is re-defining the country house in the 21st century and engaging new audiences and communities to ensure Harewood's exciting future.

As Curator of Community Voices, you will play a key role in helping to bring new voices to Harewood and help to reflect the different perspectives from within our communities through our Reimagining Harewood activity programme.

Working closely with our Senior Curator and Archivist, you will help ensure Harewood's challenging histories are told authentically and sensitively, ensuring marginalised and under-represented perspectives are integrated into these narratives, helping to create a more inclusive and diverse voice for Harewood, bringing best curatorial practice to the role.

You will play a key role in the development of a new interpretation project as part of Reimagining Harewood, culminating in the creation of a new visitor welcome centre (subject to funding). This new building will allow us to create a central space on the visitor journey, where Harewood's history and future is represented in a thoughtful and considered way. You will work alongside an interpretation consultant and audience development consultant, as well as our internal teams to deliver this project and will also feed into the wider interpretation strategy at Harewood, following the Development phase of the project.

You will continue the work undertaken as part of Harewood's Digital Masterplan Project to bring more diverse voices into physical and digital interpretation projects on site, through curatorial projects across the House and Grounds. You will participate in Harewood's Equality, Diversity & Inclusion Group and be an advocate for EDI.

You will work closely with our Community Engagement Co-ordinator to develop strong and positive relationships with our local global majority communities, enabling you to represent their voices through interpretation and curation in authentic and relevant ways. You will embed care for our communities, staff and volunteers at the heart of your practice.

You will work with the Senior Curator and Head of Public Programme, to develop an interpretation plan for Reimagining Harewood, aligning the Trust's curatorial priorities, including how Harewood addresses its historic links to the Caribbean and the transatlantic trade in enslaved African people.

You will work to break down barriers to inclusion and access at Harewood, navigating and addressing Harewood's challenging history with care, with an ambition to ensure Harewood is a place for everyone. You will work with colleagues to support staff and volunteer training relating to projects you have delivered.

Key Results Areas

Curatorial

- Introduce more diverse community voices to Harewood's narratives, through interpretation, programme and exhibitions, embedding care at the heart of this work.
- Help deliver Harewood's curatorial priorities and interpretation strategy as part of the Reimagining Harewood project.
- Raise awareness of our programme and be an ambassador for it.
- Work with project consultants to deliver a series of focus groups with local Black and global majority communities, developing positive relationships with participants.
- Lead and deliver on community-curated projects for Reimagining Harewood (including a new project working with Descendant communities).
- Contribute to staff and volunteer training around engaging visitors with challenging narratives.
- Undertake research and development work to inform Reimagining Harewood as well as future projects and to understand local communities and their needs.
- Develop historical expertise in Harewood's colonial histories, particularly its connections to the transatlantic trade of enslaved African people and develop a general knowledge of Harewood's history and its collection.
- Support the development of a long-term Interpretation Strategy for Harewood, helping to determine Harewood's key priorities around audience engagement.
- Establish a group of critical friends to help co-create new projects and interpretation at Harewood as part of the Reimagining Harewood project.
- Build strong networks with other local, national and international institutions demonstrating best practice and innovation in engaging diverse audiences through curatorial projects.
- Work closely with the Development Team and support the bid writing, delivery and evaluation of funded projects.
- Contribute to Harewood's Equality, Diversity & Inclusion Team and be an advocate for EDI at Harewood.

- Produce effective reporting and statistical information on community voice, to support The Heritage Fund reporting and evaluation and future projects.
- Be an advocate for Harewood and be a champion for access and inclusion with participants and audiences.

General

- Track designated budgets for Reimagining Harewood curatorial projects.
- Work with the Marketing & Audience teams to ensure community curated programmes are successfully promoted/documented.
- Ensure that the Trust's Equality, Diversity & Inclusion aims are reflected across Harewood's programme.
- Work with the wider team to actively implement anti-racist practice at Harewood.
- Complete any necessary paperwork and administrative tasks as and when required.
- Continuously deliver an excellent standard of customer and colleague care.
- Maintain a thorough understanding of Harewood's offer.
- Undertake any other reasonable tasks as required by the Head of Public Programme.
- Uphold Harewood's brand and positioning aims and Harewood's values.
- Work flexibly to meet the needs of a wide variety of audiences.
- Adhere to all Harewood House Trust policies and procedures, including Health & Safety and Safeguarding.

Additional Information

- The post-holder will be required to undergo a satisfactory DBS Check in accordance with the responsibility of the role (Enhanced).
- Some evenings, weekend and bank holiday work will be expected for this role. You may also be required to travel to attend meetings and sessions within the local community.

PERSON SPECIFICATION

Essential = E, Desirable = D

EXPERIENCE, SKILLS + KNOWLEDGE	
Proven curatorial experience in the museum or heritage sector	E
Proven experience of care centred practice within community engagement work	E
Excellent written communication and interpersonal skills, confident and diplomatic communicator with community stakeholders, with the ability to adapt depending on the audience.	E
Proven historical expertise and understanding of colonial histories	E
Strong organisational and project management skills, overseeing projects from inception thorough to evaluation	E
Pro-active, creative, able to show initiative and resourcefulness in terms of ideas and programme development	E
Good written and numerical skills	E
Highly motivated and enthusiastic individual with experience and ability to work in a team	E
Experience of managing a budget effectively	E
The ability to research, identify, contact and liaise confidently with external stakeholders	E
Proficient with the use of standard Microsoft 365 applications, including Excel, Word, Outlook and Sharepoint.	E
Excellent time management skills, with the ability to work simultaneously across multiple projects and working efficiently to deadlines.	E
A full clean UK Driving licence	D
Experience of working on funded audience engagement projects	D
Experience of actively implementing anti-racist practice in a heritage context	D
An understanding of safeguarding, working with children, young people and vulnerable adults.	D
Experience of monitoring, evaluating and producing reports	D

OUR VALUES

Caring – demonstrate quality in your own work, showing support for those around you, respecting audiences and colleagues, showing empathy

Together – showing a commitment to team work, collaboration, belief in an organisation's mission and vision, living brand values

Adventurous – demonstrate energy and zeal in your attitude to work, being proactive, having a curious mind, being confident in your decisions, embracing innovation

Challenging – showing a commitment to high standards with rigour in your own work, learning from every opportunity, proactively questioning to ensure best results



CONTRACT TERMS & BENEFITS

Contract	Fixed Term contract for 18 months
Notice after probation period	1 month
Annual leave entitlement	25 days plus bank holidays (pro-rata for part-time employees)
Location	Harewood House Trust, Harewood, Leeds, LS17 9LG. Harewood is 7 miles outside of Leeds and accessible by public transport: goodjourney.org.uk/attraction/harewood-house/
Employee benefits	Enhanced maternity, paternity and adoption entitlements; Enhanced sick pay entitlements; Employee Assistance Programme; Access to complimentary passes for other Treasure Houses of England + Yorkshire's Great, Houses, Castles & Gardens properties; Staff discount in onsite cafés + retail outlets; Free parking.
Pre-work checks	Two satisfactory references Evidence of right to work in the UK Enhanced DBS Check (paid for by HHT)



FURTHER INFORMATION

If you would like an informal discussion about this role, please contact recruitment@harewood.org

NEXT STEPS & HOW TO APPLY

Please submit an [application form](#) and an [equality and diversity monitoring form](#) before the closing date to recruitment@harewood.org. On your email header, please state you are applying for the, 'Curator of Community Voices' role.

C.V's will not be accepted.

Harewood House Trust is a [Disability Confident Employer](#) and any applicants who identify as disabled and meet the essential criteria will be offered an interview. If you would like to declare you have a disability in order for this to be taken into consideration, or if you require any reasonable adjustments for any part of the recruitment process, please let us know.

Closing date: 13th October 2026 at 12.00 noon

HOW WE INTERVIEW

- All candidates and applications will be considered and responded to within a reasonable time frame.
- We encourage all candidates to apply and make the interview process accessible according to different candidates' needs.
- Interviewers will give their pronouns during the introductions.
- After the interview, we will provide feedback to unsuccessful candidates within a reasonable time frame.

Thank you for reading this pack. We look forward to hearing from you!





For more information please contact
recruitment@harewood.org



HAREWOOD

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Photo credit Tom Arber