

DASH



Recruitment Pack

Future Curators Programme

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. The four partners below are part of this recruitment round, with this pack providing 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.



John Hansard Gallery
(Southampton)



Wysing Arts Centre
(Cambridge)



Midlands Arts Centre
(MAC, Birmingham)



MIMA
(Middlesbrough)

CONTENTS

Please click the texts below to jump to the page you require

- ④ Introduction: Future Curators Programme
- ⑦ About DASH
- ⑧ About John Hansard Gallery
- ⑩ John Hansard Gallery: Future Curator Job Description
- ⑬ John Hansard Gallery: Future Curator Application Process
- ⑮ John Hansard Gallery: Application & Interview Process
- ⑰ About Midlands Arts Centre
- ⑲ Midlands Arts Centre: Future Curator Job Description
- ⑳ Midlands Arts Centre: Future Curator Application Process
- ㉓ Midlands Arts Centre Application & Interview Process
- ㉗ Important Info



[Play BSL Video](#)

INTRODUCTION: FUTURE CURATORS PROGRAMME

Heather Peak, Artist/ Chief Executive Officer/ Artistic Director, DASH

I am delighted to introduce the Future Curators Programme, a transformative residency programme for disabled curators within mainstream visual arts institutions, 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. Their support ensures that we can continue to build sustainable change within the visual arts sector, centring disabled voices and leadership. Grounded in Disability Justice, the programme brings together disabled curators, institutions, and partners through action research, critical dialogue, and 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.



Future Curators Programme meeting, MAC, 2024. Photo: Ayesha Jones.

Image Description: Three women wearing stripey black and white tops are smiling as they sit at a large table. On the table are notepads, laptops, coffee cups, water jugs and glasses, as well as sprays of yellow flowers emerging from vases in various stages of collapse and tilted angles.

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, or Spoonie. Through this programme, we will support and celebrate your professional and creative development, while collectively shaping 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 posts within this pack, learn about the opportunities on offer at each partner

organisation, and 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/ Chief Executive
Officer/ Artistic Director, DASH**

ABOUT DASH



[Play BSL Video](#)

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



'The Future is Disabled' a key text informing the work of the FCP Network, 2024. Photo: Ayesha Jones. 2024.

Image Description: The book, 'The Future is Disabled' by Leah Lakshmi Piepzna-Samarasinha is laid open and faces page down on a table. The spine of the book is the focus of the camera, emphasising the name and author of the book.

ABOUT: JOHN HANSARD GALLERY



[Play BSL Video](#)

John Hansard Gallery, part of the University of Southampton, is one of the UK's leading contemporary art galleries and we are proud to play 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 in the heart of Southampton, we provide inclusive, collaborative and open spaces for reflection, excitement, challenge and developing potential. Our programme includes exhibitions, commissions,



Asten Holmes-Elliott and Breakout Youth, YOU BELONG HERE, (2017–18). Neon sign, 4ft x 4ft. Commissioned by John Hansard Gallery and supported by Tate ARTIST ROOMS.

Image Description: The words YOU BELONG HERE are written using pink neon tube lighting enclosed by a blue neon tube circle, against a black background. The text is capitalised and the words are arranged one on top of the other, centralized within the circle.

partnerships, learning and research projects that draw on a wide range of perspectives and lived experiences. We are proud to be locally engaged, nationally pioneering and internationally recognised.

Since being founded in 1979, we have presented over 300 exhibitions featuring over 1,800 artists, receiving critical and global acclaim. We highlight artistic and curatorial excellence and innovation, through nurturing the development of new artwork and combining rigorous scholarship with the widest possible level of participation. We believe passionately in the relevance of art practice to contemporary life and aim to create rich opportunities for audience engagement.

In May 2018, we moved from our former home of 30 years at the University of Southampton's Highfield Campus to a

brand new, purpose-built gallery in the heart of Southampton's Cultural Quarter. In a normal year we welcome over 100,000 visitors. For more information please see www.jhg.art



**John Hansard Gallery, featuring Mykola Ridnyi's *Mazepa's Ride*, 2025.
Photo: Reece Straw**

Image Description: An exterior view of the John Hansard Gallery building. The main entrance is at the foreground of the picture at the corner of the building. The angle gives a view of two sides of the gallery. The image above the main door, across six windows, features a figure leaning against a reared up black horse, on a dark pink background. The building stands before an overcast sky.



[Play BSL Video](#)

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 team. The Future Curator will work collaboratively across exhibitions and engagement departments and with University partners to develop and deliver the Gallery's contemporary visual arts programme.

KEY RESPONSIBILITIES:

① Programme Development & Delivery

Support the exhibitions and engagement teams in developing and delivering John Hansard Gallery's ongoing programme. Working alongside colleagues you will contribute to project coordination, artist

liaison, and strategic planning while gaining comprehensive experience across all aspects of gallery operations.

② Research & Critical Practice

Undertake curatorial research, contribute to gallery publications and digital content, and participate in public programmes including talks, tours, and workshops. Develop critical writing and presentation skills while building 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, while exploring new curatorial methodologies and audience engagement strategies.

④ **Collaboration & Learning**

Collaborate extensively with departments across the Gallery and University, participating in interdisciplinary projects and educational initiatives. Engage with the broader cultural sector through partnerships, professional development opportunities, and the 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), running 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, providing hands-on experience across all aspects of contemporary curatorial practice while working towards an independent exhibition.

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

Hours: 0.4 FTE (or 2 days per week).

Contract: 18-months fixed-term.

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.



[Play BSL Video](#)

JOHN HANSARD GALLERY

FUTURE CURATOR:

APPLICATION PROCESS

Deadline for applications: Monday 1 December 2025, 23:59pm

To apply, send a CV (any format), 2 pages (max.) and the names of 2 people who can provide references (to be contacted after a conditional offer is made).

To accompany your CV, please consider 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 (max. 1000 words)
- A film (max. 7 mins)
- An audio recording (max. 7 mins)
- A visual collage or drawing* plus written (max. 400 words) or audio (max. 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 ([link to 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 using 'Future Curators Programme Application' as the subject header.



Sonia Boué and Ashokkumar D Mistry, *Las Gemelas: Arrival (a lexicon of unmaking)*, installation view, John Hansard Gallery, 2024. Courtesy the artists. Photo: Reece Straw

Image Description: Gallery installation image. On the wall is a photograph of a woman from the back. Her hands are raised above her head and she is wearing blue gloves. Hanging from wires on clothes hangers in the foreground are an orange dress to the bottom left and a green, red and blue dress to the right-hand side of the picture frame.



[Play BSL Video](#)

JOHN HANSARD GALLERY

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, and to learn more about what John Hansard Gallery does, the following individuals 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 or Jennifa Chowdhury at jennifa@jhg.art with '**Future Curator Programme**' in the subject header and the individual named above who you would like to speak with.

Thank you and good luck!

- 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).

ABOUT: MIDLANDS ARTS CENTRE (MAC)



[Play BSL Video](#)

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. At the heart of MAC is a focus on sustainability, accessibility, and inclusion. We work extensively to support both international and local artists and develop programmes for and with our local community.



Midsummer Masti July 2025, Sampad X Mac. Photo: Hayley Salter

Image Description: The image depicts a performance of Indian Dance and music, with at the centre a group of people dancing in front of an outdoor stage dressed in brightly coloured saris and kurtas. A diverse audience watches them from tiered seating. At the bottom of the picture women sit watching the dancing with jasmine in their hair.

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 and embedding yourself in our collaborative culture and the wonderful work with communities. With support from our

experienced team — including technicians, marketing, learning and development colleagues — you'll have the opportunity and guidance to grow your skills with confidence. MAC has a wide range of facilities including theatres, a cinema, and 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 led 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.



[Play BSL Video](#)

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 with researching and creating 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 model 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)

Core Professional Experience

- Voluntary or paid experience working in a similar role or cultural setting.

Core 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.

Core 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.

Core 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.

Core Values & Behaviours

- Commitment to inclusion – interested in supporting better access, representation and opportunities in the arts.

Core 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)

Desirable Education

- A University degree in an arts or creative subject.

Desirable 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.

Desirable Values & Behaviours

- Supports and speaks up for people who are often left out or under-represented in the arts.
- Locally based.



[Play BSL Video](#)

MIDLANDS ARTS CENTRE

FUTURE CURATOR:

APPLICATION PROCESS

Deadline for applications: 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 3 questions to the right of this page.
- 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 (max. 1000 words)
- A film (max. 7 mins)
- An audio recording (max. 7 mins)

Please complete our Equal Opportunities Monitoring form. ([link to form](#)) This form will be viewed alongside your application and made available to the selection panel. Please email your CV & text/film/audio to personnel@macbirmingham.co.uk using **‘Future Curators Programme Application’** as the subject header.

MAC will be holding a In Person Information Session about the role on Saturday 8 November between 10am - 11:30am where you can join us for a cuppa, a biscuit and meet our interview panel. ([In Person Information Session Sign Up Link](#))

MAC will also hold an online information session on Thursday 20 November at 5pm where you can listen to Roma Piotrowska and Debbie Kermode talk about the role. There will be opportunity for questions at the end. ([Online Information Session Sign Up Link](#))



Midlands Arts Centre. Photo: Ross Jukes

Image Description: An exterior shot of Midlands Arts Centre, beneath a clear blue sky. The exterior of the building is made up of blue, green, and rust-coloured squares above two horizontal bands of windows and doors. The wide, shade dappled path leading up to the building in the centre of the image is flanked with a continuous row of concrete blocks on either side. Visitors sit on picnic benches in front of the building.



[Play BSL Video](#)

MIDLANDS ARTS CENTRE

APPLICATION & INTERVIEW PROCESS

If you have any questions about the application process, please email our personnel team 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 individual named above who you would like to speak with.

Thank you and good luck!

- 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).



**The Influence Project, exhibition launch, Midlands Arts Centre.
Photo: Tegen Kimble**

Image Description: Groups of people stand to the left and right in a brightly lit gallery space with white walls. In the middle of the gallery are many people variously looking at artworks on display, including paintings on the wall to the left and a woman looking into a display case in the centre of the room. At the forefront of the image a man to the far left is photographing a woman seated in a wheelchair holding a crutch to the right. She is smiling at the camera.

IMPORTANT INFORMATION



[Play BSL Video](#)

DASH is a disabled-led visual arts organisation and our values and those of our partners in the Future Curators Programme are based upon equality of opportunity and the Social Model of Disability. To maintain our commitment to support and develop a future where Disabled-leaders are prominent, the roles featured in this pack are open primarily to Disabled, Deaf and Neurodivergent applicants, as their lived experience and understanding will enable us to better achieve our aims of creating opportunities for disabled artists and curators to develop their creative practice.

For these opportunities we are encouraging and prioritising applications from people who face the highest barriers to accessing careers or volunteering in the arts. This includes a focus on those whose access requirements are less likely to be met in other spaces and those who experience intersecting racist and classist barriers.

DASH and our partners are equal opportunities employers. Applications are welcomed from all suitably qualified persons regardless of age, sex, sexual orientation, religion, nationality or ethnic origin, disability, marital status or pregnancy.

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 in this pack will require a DBS check, either enhanced or basic, depending on the specific role.

If you have any inquiries regarding the DBS process, please feel free to enquire at either the individual partner organisations in this pack, or with DASH at: info@dasharts.org

As a Disability Confident Committed Employer DASH is committed to:

- Ensuring our recruitment process is inclusive & accessible.
- Communicating and promoting vacancies.
- Offering an interview to disabled people who meet the minimum criteria for the job.

- Anticipating & providing reasonable adjustments.
- Supporting any existing employee who acquires a disability or long-term health condition, enabling them to stay in work.
- At least one activity that will make a difference for disabled people.

GDPR personal data notice:

During our recruitment process, DASH and our partners will collect and processes personal data relating to applicants. We are committed to being transparent about how we collect and use data to meet our data protection obligations. Please be aware that we will share the personal data received in your application with the shortlisting and interview panel. Access will be restricted to those involved in the recruitment process.