

Position Application Pack

Position title: Conservator, Paintings & Objects

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If you are deaf, hearing or speech impaired,
you can contact us through the National Relay Service,
TTY call 133 677, Speak and Listen 1300 555 727.

Position Description: Conservator, Paintings & Objects

Who we are

The National Museum of Australia is recognised at home and around the world as the place where the story of Australia comes alive. The Museum is the only institution equipped to tell the complex and comprehensive story of Australia from 65,000 years ago to the present day. The story of Australia is a remarkable one, from the ancient and enduring histories of the world's oldest living cultures to the achievements of modern Australia. It is a story that is ever evolving and growing – and it is a story for a nation and for the world.

A snapshot of the Museum

**\$70M**annual operating
budget**275**

employees

**250K+**items in the
collection**650K+**visitors onsite
each year**4M+**national and global
visitors to our
touring exhibitions
to-date**5M+**visitors online
each year**7M+**visitor
engagements
each year

Our vision and mission

- The Museum inspires, challenges and empowers people to find their voice and place in the world.
- We strive to build a just and equitable society that honours and respects the First Nations peoples of this continent and all who have come after.
- We collect, document, research and make accessible heritage collections that represent the diversity of experience in Australia.
- We engage with audiences physically and digitally to promote learning, dialogue and debate about our past, present and future.

- We promote collaborative work across the breadth of artistic and creative practice to enhance the cultural life of our nation.
- We value and respect the commitment and contribution of all who participate in and contribute to the Museum's community.
- The National Museum of Australia brings to life the rich and diverse stories of Australia through compelling objects, ideas and events.

For more information, visit the [website](#).

Our employee commitment

We are dedicated to cultivating a workplace environment where every individual feels valued, connected and empowered to contribute to our collective purpose. Our commitment is to foster a workplace culture that embodies diversity, equity and inclusion. This commitment extends to implementing equitable recruitment practices and making reasonable adjustments to accommodate diverse needs. By embracing the unique perspectives and experiences of every individual, we enrich our organisation and better serve our audiences and communities.

The Museum offers employees a rewarding and purpose-driven experience. We provide meaningful work, diverse learning opportunities, an inclusive community, flexible arrangements and competitive conditions to support our employees in thriving personally and professionally while making a positive impact on Australia's future.

Position:	Conservator, Paintings & Objects
APS Classification:	APS5
Employment Type:	12 months non-ongoing, possibility of ongoing
Division:	Collection and Curatorial
Business Unit:	Registration & Conservation
Reports to:	Senior Conservator, Objects
Direct Reports:	Nil
Location:	Mitchell, ACT
Security Clearance:	National police check

Division purpose

The Collection and Curatorial Division is the heart of the Museum's museological expertise, encompassing the essential functions of collection, curation, conservation and exhibition. This Division oversees the development, preservation, storage and display of the Museum's collections, archives and records. It drives the Museum's intellectual and creative direction by curating narratives that reflect Australia's rich and diverse heritage.

As stewards of the Museum's extensive collections, the Division is dedicated to fostering access and lifelong engagement through innovative programs and exhibitions. By shaping compelling stories and ensuring the

meticulous care of our holdings, the Collection and Curatorial Division enriches the cultural landscape and upholds the Museum's commitment to excellence in museology. The division comprises approximately 96 staff, reflecting its broad scope of expertise.

Business unit purpose

The Registration and Conservation business unit plays a vital role in protecting, preserving and managing the Museum's extensive collections, ensuring their long-term durability, accessibility and integrity. As part of the Collection and Curatorial Division, this unit contributes to the Museum's museological expertise, overseeing the development, care and engagement with collections across multiple disciplines, including curatorial, research, registration, conservation, exhibitions, digitisation and photography. The business unit comprises over 40 positions.

The Registration and Conservation business unit encompasses two primary streams, registration and conservation, which work collaboratively to uphold good practice in collection management, conservation, storage and strategic planning. The team ensures the physical and intellectual integrity of the Museum's holdings, applying evidence-based risk management strategies, conservation science and preventive measures.

Through a multidisciplinary approach, the unit plays a key role in enhancing public access, interpretation and engagement, ensuring that collections remain preserved yet accessible for exhibitions, research, education and storytelling. By employing innovative conservation methods, it safeguards cultural heritage while supporting the Museum's mission to share Australia's diverse history with national and international

Role purpose

The Paintings & Objects Conservator cares for the Museum's National Historical Collection and other holdings in the Museum's care. They support many of the Museum's activities involving the collection and manage risks to preservation of the collection in the many diverse ways the collection is accessed, utilised and stored.

Key accountabilities

The Conservator, Paintings & Objects role is part of a diverse team, reporting to the Senior Conservator, Objects in a busy and dynamic work environment. While the role is based in a material specialist conservation team, the role works across all types of materials as required. Over the 12-month engagement, the role will action and support a wide range of activities associated with exhibitions and collections care, including development and maintenance of First Nations driven exhibitions of contemporary & historic materials.

The role includes varied conservation tasks including condition, pest and hazard assessments, interventive conservation treatments, preventive conservation and hazard management programs, preparation of objects for display, gallery maintenance, exhibition installs and de-installs, mount assessments and preparation, as well as storage and collection rehousing activities. There will also be opportunities to participate in public programs, respond to occasional public and sector enquiries, and work on collaborative projects within the sector. Conservators also represent their team at meetings where appropriate and may occasionally travel domestically and internationally to support touring exhibitions and remote collection work.

The position entails working closely with conservation, registration and curatorial colleagues and a broad range of internal stakeholders across the organisation, as well as external stakeholders, volunteers and contractors on a variety of collection matters. The role will also contribute to cross-skilling other conservators

by providing training and mentoring in specialist materials conservation and collection activities related to areas of expertise and knowledge.

Skills, Experience and Qualifications

The successful candidate will have proven specialist skills and experience in paintings & objects conservation, as well as general experience working across a broad range of material types and collection preservation activities.

They embrace a flexible working approach and are willing to support the team by working across all conservation areas when directed and required. They understand complex conservation treatment practices, including risk management, preventive and interventive. They can apply their skills to interventive treatments using established and new techniques, while being willing to experiment and take measured risks in developing treatment alternatives and improvements. They can demonstrate their capacity to work collaboratively with peers to implement initiatives that drive long-term preservation outcomes.

They have good analytical skills with the capacity to research efficiently, then analyse and present complex data to support decision-making processes. The successful candidate will have proven experience in preparing treatment proposals and the ability to implement, organise, monitor, report and deliver quality conservation outcomes.

They are good communicators who can effectively negotiate, influence, reflect and persuade to achieve results and positive outcomes. They are flexible, adaptable and outward-looking and able to navigate changing and competing demands with professionalism. They work collegiately with a broad range of museum colleagues to deliver the Museum's priorities.

They show commitment to supporting corporate goals and priorities and can plan and organise their own work, as well as actively engaging with planning the work of their team to ensure effective delivery of program objectives.

They have a proactive, pragmatic, solutions-focused mindset with strong problem-solving skills and the ability to manage competing priorities.

They have good IT skills and prior experience in collection management systems and have proven capacity to utilise a range of information systems and tools to improve efficiency and productivity.

They have a demonstrated awareness and personal commitment to the APS Values and Code of Conduct.

They demonstrate a strong commitment to Work Health and Safety (WH&S) by actively supporting a positive safety culture, following the Museum's WHS policies and procedures, and complying with reasonable instructions to ensure alignment with the Work Health and Safety Act 2011.

Essential:

- Advanced technical knowledge and demonstrated practical experience working in the conservation of painted surfaces or objects, supported by relevant tertiary qualifications or equivalent professional experience. Demonstrated confidence and practical capability working across both specialisations.
- Demonstrated ability to work in a highly organised and methodical manner, exercising sound judgement, initiative and strong problem-solving skills.

- Demonstrated ability to make informed decisions and recommendations supported by critical analysis of available evidence, and consideration of risks, outcomes and resources.
- Strong communication, interpersonal, written, verbal and presentation skills.
- Technical knowledge of risks and hazards associated with collections and proven experience in applying these to effective risk assessment and management practice.

Desirable:

- Skills and experience working with bark paintings, ochre painted timber objects and acrylic paintings.
- Skills and experience working with communities and people from diverse backgrounds in collection activities, exhibition project development and delivery.

Mandatory Core Capabilities

Positions at the Museums are assessed in accordance with the APSC Role Evaluation Framework. The occupant of this position is expected to demonstrate the capabilities, skills and knowledge, and adhere to all relevant aspects and standards described by the:

- [Work Level Standards](#)
- [Integrated Leadership System Capabilities](#)
- [APS Values and Code of Conduct](#)
- [APS Legislative Framework](#)

The Museum also expects all employees to display professional capabilities, as relevant to their position and classification, in accordance with our Workplace Values:

Leadership

Demonstrate leadership in how programs are delivered, striving to create a new benchmark in excellence.

Collaboration and connection

Work together to create a culture where collaboration across business units is seamless to delivering the shared vision.

Courage and innovation

Be bold and decisive, embrace challenges and opportunities, and actively seek ways to continually improve and streamline our services for the benefit of the whole Museum.

Agility and resilience

Embrace and respond to change as a normal part of our working environment.

Respect and integrity

Display respect and integrity when working together, embracing the APS values of being committed to service, accountable, respectful, ethical and impartial.

Eligibility

To be eligible to apply for this vacancy, applicants must:

- be an Australian citizen
- undergo pre-employment checks, including a police record check
- hold or be eligible to hold a security clearance at the level specified in the position description.

The National Museum of Australia is an equal employment opportunity workplace. Aboriginal and Torres Strait Islander people and those from culturally diverse backgrounds are encouraged to apply for roles at the Museum.

RecruitAbility applies to this vacancy. Under RecruitAbility you will be invited to participate in further assessment activity for the vacancy if you choose to apply under RecruitAbility; declare you have a disability; and meet the minimum requirements for the position.

The Museum is committed to ensuring a child-safe and child-friendly environment. All employees are expected to demonstrate a commitment to, and support for, these principles, in theory and practice.

To apply

Applicants must include a two-page pitch addressing their suitability for the role against the essential and desirable skills, experience and qualifications defined in the position description with their application. Applicants must also provide a current CV and contact details for two referees.

Applications close 11:59pm, Sunday 02 August 2026.

Visit <http://www.nma.gov.au/about/employment> and apply online.

Reasonable adjustments are available throughout the recruitment process. If you require, or would like to discuss reasonable adjustments, please contact the Contact Officer for this position.