

AMGUEDDFA CYMRU

DIRECTOR OF COLLECTIONS AND RESEARCH
September 2025 EBWGA



Saxton Bampfylde

A letter from the Chief Executive

Dear Candidate,

At Amgueddfa Cymru – Museum Wales, we define ourselves as a living museum — an “Amgueddfa Fyw.” This means more than preserving the past; it means breathing life into our collections, our stories, and our spaces. It means being dynamic, inclusive, and relevant to the people of Wales today and tomorrow.

We are now seeking a Director of Collections and Research to help us realise this vision. This is a rare opportunity to lead one of the most exciting and ambitious cultural portfolios in the UK — a national collection of over 5 million objects, spanning everything from Monets to molluscs, miners’ helmets to medieval pigsties. But our collection is not just about objects. It is also about people, voices, and traditions — from slate-splitting and wool-weaving to oral histories and contemporary social movements.

As we approach our centenary in 2027, we are reimagining what a national museum can be. We are investing in major capital projects, including the transformation of the National Slate Museum in Llanberis and the redevelopment of National Museum Cardiff. We are embedding a research strategy that deepens understanding and impact. And we are using data and dialogue to ensure our museums reflect the full diversity of life in Wales.

This role is central to that journey. You will lead a talented and passionate team, shape the future of our collections and research, and help us tell the story of Wales in bold, creative, and inclusive ways. You will be a steward of heritage and a catalyst for change — someone who can honour the past while embracing the future.

If you share our ambition to make Amgueddfa Cymru a truly world-class, living museum — one that belongs to everyone in Wales and speaks to the world — we would be delighted to hear from you.

Warm regards,

Jane Richardson
Chief Executive
Amgueddfa Cymru – Museum Wales



About Amgueddfa Cymru

Amgueddfa Cymru – Museum Wales is a charity and family of seven national museums and one collections centre located across Wales.

Our seven museums consist of:

- National Museum Cardiff
- St Fagans National Museum of History
- National Waterfront Museum
- Big Pit National Coal Museum
- National Slate Museum
- National Wool Museum
- National Roman Legion Museum

Amgueddfa Fyw: We are a Living museum, inspired by Wales, for the world.

Our purpose is to inspire learning and enjoyment for everyone through the national collection of Wales.

Our aim is to be a living museum and national collection, unique in the world—showcasing the skills, traditions and places of Wales' past, present and future, inspiring everyone and creating a living legacy for generations to come.





Our Collections

The national collection is a treasure trove of cultural wonders, a resource for everyone to explore, enjoy, and experience. It is at the heart of everything we do. Whether in their own communities, within our family of museums, or digitally, we aim to enable people wherever they are based and whoever they are to immerse themselves in the rich tapestry of art, history, natural science, and diverse cultures of Wales.

We are custodians of a collection of over 5,000,000 items, maintaining and developing seven Grade I heritage sites across Wales and a National Collection Centre in Nantgarw. Together, these holdings tell the story of Wales, its people, and its environment, while also connecting with global histories and cultures.

The breadth and richness of our collections are widely recognised and the Collections and Research Division has earned a distinguished reputation within and beyond Wales. While substantial parts of the natural history and art collections are uniquely Welsh, a significant portion is international in origin. This dual character allows Amgueddfa Cymru to explore Wales' distinctive identity while placing it firmly within a global context.

At their heart, the national collections exist for the people of Wales, present and future. They embody the nation's heritage and creativity, while offering a platform to explore new stories, diverse voices, and shared experiences on the global stage.





Our Research

Amgueddfa Cymru's research programme is world-renowned and underpins the care, interpretation, and development of these collections. It advances knowledge across art history, archaeology, natural sciences, and cultural heritage, while generating new insights into pressing global challenges such as climate change and biodiversity. With a number of high-profile, multi-million-pound projects currently underway, our research continues to position Wales as a hub of innovation and discovery.

Collaboration lies at the heart of this work. Partnerships with universities, museums, and cultural institutions worldwide have established Amgueddfa Cymru as a leader in both scholarship and interpretation. Recent highlights include a major touring exhibition of Welsh landscape painting across the United States and a landmark survey of British and French art from 1816 to 1916 in Japan — projects that demonstrate how our collections and research together resonate far beyond Wales.

Our collections are not static: they are living, evolving resources. Research ensures they remain dynamic and relevant, creating opportunities for public engagement, teaching, and professional training. Increasingly, digital platforms are also extending the reach of both collections and research, opening new opportunities for access, learning, and interpretation.







Looking ahead

This is a truly amazing time to be joining Amgueddfa Cymru. The Director of Collections and Research will have a fundamental role in supporting the Trustees, working with a high performing executive team and leading and managing a wonderful, professional and diverse team of colleagues to deliver our ambitious vision for the future.

As we look ahead, Amgueddfa Cymru is evolving with a mission to deliver an exceptional cultural experience for the people of Wales and for visitors from across the world. The Director of Collections and Research will have a pivotal and leading role in the shaping of the future of two of the major cultural destination sites in Wales: the £23 million refurbishment of the National Slate Museum in Llanberis, and the major transformation of the National Museum Cardiff.

In Llanberis, this will mean determining what the reopening of the National Slate Museum will look like, curating an exhibitions plan for what will effectively be a new museum, and deciding how best to display and manage our collections in North Wales. At Cardiff, the Director will help navigate the challenges of a complex redevelopment, ensuring collections remain safely stored, appropriately moved, and as accessible as possible to the public during the transition — whether through pop-up museums, touring exhibitions, innovative digital programmes, or through other means the Director deems appropriate.

Alongside these transformative projects, the Director will also lead the development of a new five-year strategic planning cycle for the Collections and Research Division. This will require proactive management of risks to the national collection, careful alignment of priorities with available resources, and ensuring that long-term sustainability underpins every aspect of collections care, storage, and access.



The role also carries responsibility for shaping Amgueddfa Cymru's future research programme. With a number of high-profile, multi-million-pound projects already underway, the Director will build on this foundation to ensure research continues to underpin collections care, drive scholarly excellence, and enhance the Museum's global reputation.

Like many national museums, Amgueddfa Cymru faces legacy storage and care challenges. The Director will lead the coordinated planning across collections, estates, operations, and capital development functions that is essential to delivering the most effective and impactful solutions.

Beyond these operational and strategic responsibilities, the Director of Collections and Research will be a visible ambassador for Amgueddfa Cymru. They will nurture partnerships across Wales and internationally, ensuring the museum remains a trusted leader in scholarship, interpretation, and public engagement.



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About the role

The successful candidate will report to the Chief Executive. They will provide intellectual, engaging and forward-thinking leadership for the Collections & Research Division and the Exhibitions department. They will prioritise activities that advance Amgueddfa Cymru's Vision, ensuring the national collections and research programmes continue to inspire, educate, and engage audiences across Wales and internationally.

The Director will lead a Division of approximately 200 staff comprised of nine departments including Art, History & Archaeology, Natural Sciences, and Collections Services (including Conservation), Research, People's Collections Wales (PCW), and Exhibitions .

They will also manage staff responsible for additional projects that fall within the remit of the Division, together with key developments including the storage of collections, improved access to collections, the Research Strategy and Action Plan, and the digitisation of the collections for public use. They will lead on the use of digital technology and artificial intelligence to create innovative ways to engage with and interact with the collections.

They will oversee the development of our Exhibition Strategy for Wales, aligned with the Public Programme Strategy and our organisational Strategy Amgueddfa Cymru 2030 which includes ensuring that exhibitions, displays, and programming reflect the diversity, richness, and international significance of the national collections.

As part of Amgueddfa Cymru's Senior Leadership Team, the Director will provide strategic and compassionate leadership to the Collections & Research Division and the wider organisation, supporting the delivery of Amgueddfa Cymru's Vision, Operational Plan, and forward programme .

They will identify innovative opportunities for income generation and ensure financial targets are met. They will keep abreast of current museological research and best practice in the UK and internationally, applying this expertise to enhance the work of the Division and the wider organisation.

They will also play a key role in advancing Amgueddfa Cymru's exciting new work in brand licensing, developing strategic partnerships that extend the reach of the Museum's collections and storytelling to new audiences.

Working in partnership with fellow Directors, the appointee will hold collective responsibility for the leadership and management of Amgueddfa Cymru, ensuring all functions operate collaboratively within its matrix structure to achieve corporate aims. They will also represent the museum throughout Wales and internationally, raising the public profile and reputation of Amgueddfa Cymru and its collections.





Director of Collections and Research

Main Purpose of the role:

To provide intellectual, compassionate and strategic leadership of Amgueddfa Cymru's Collections & Research Division, ensuring the nation's collections are cared for, developed and shared for the greatest public benefit. This role sits at the heart of delivering Amgueddfa Cymru's Vision, combining academic rigour, creative innovation and strong people leadership to ensure the collections inspire and engage audiences across Wales and beyond.

As a senior leader, you will combine academic rigour, creative innovation and strong people leadership to:

- Safeguard, grow and make accessible the collections for the public good.
- Oversee the Exhibition Strategy for Wales, aligned with the Public Programme Strategy and Amgueddfa Cymru 2030.
- Drive research excellence by keeping abreast of cutting-edge museological practice and personally leading its application across the Division.
- Inspire transformational change, ensuring curatorial, exhibitions and research teams collaborate effectively and deliver a truly visitor-focused culture.
- Ensure resources are managed with integrity, efficiency and compliance, while finding innovative ways to generate income and meet ambitious targets.
- Contribute fully to collective leadership within the Senior Leadership Team, supporting the Vision, Operational Plan and forward programme.
- Represent Amgueddfa Cymru nationally and internationally, raising its profile and reputation as a national institution.

Key Responsibilities include:

- Take overall responsibility for Amgueddfa Cymru's collections, ensuring they are researched, developed, cared for, and accessible, while fostering cross-divisional collaboration.
- Lead the development and implementation of policies on collections, research, and exhibitions, embedding professional standards and ethical practice.
- Champion accessibility and inclusion, ensuring diverse audiences shape the Museum's work and experience it as meaningful and open to all.
- Deliver the Research Strategy and Action Plan, ensuring projects strengthen Amgueddfa Cymru's role as a centre of expertise.
- Set targets and implement the Digitisation Strategy, expanding online access to collections and resources.
- Inspire cultural change, motivating staff across curatorial, exhibitions, and research teams to innovate with a visitor-focused ethos.
- Identify and pursue bold, original opportunities for income generation, diversifying revenue streams to support sustainability.
- Work with fellow Directors to plan and deliver impactful learning programmes, public engagement and participation events.
- Manage the acquisition budget responsibly and coordinate bids for external funding.
- Ensure the Division's financial and human resources are managed effectively and in line with best practice.
- Play an active role in the Senior Leadership Team, ensuring the Division contributes to corporate goals within the matrix structure.
- Represent Amgueddfa Cymru with authority across Wales and beyond, strengthening its reputation and public profile.
- Uphold the Museum's public service ethos, ensuring transparency, accountability, and commitment to equality, diversity, and inclusion.

Person Specification

Candidates will bring all or most of the following skills, knowledge and experience...

Knowledge and Experience:

- Up-to-date knowledge of museological thinking and practice, and ability to apply this effectively to strategy, policy and operations.
- Understanding of museum audiences and how this informs curatorial work, including selection, care, conservation, display and interpretation of objects.
- Knowledge of current museum exhibition practice, focused on engaging, inclusive and accessible experiences.
- Expertise in collections management best practice and awareness of health and safety considerations.
- Awareness of national and international developments in the museum sector.
- Proven senior leadership in research, public engagement, and collections management.
- Experience leading multi-disciplinary teams, motivating staff, managing budgets, and delivering complex projects.
- Track record of developing and implementing strategy and inspiring teams to achieve organisational objectives.
- Experience managing research programmes, publishing outputs, and interpreting collections for diverse audiences.
- Commitment to professional standards and good practice in collection management.
- Understanding of how the Division contributes to government strategies, including the Wellbeing of Future Generations Act (Wales) 2015.

Skills and Personal Attributes:

- Passion for Amgueddfa Cymru's mission and empathy for the history and heritage of Wales.
- Strategic thinker, translating plans and policies into tangible outcomes.
- Excellent communicator, able to inspire and engage staff and external stakeholders.
- Demonstrable change management skills to deliver sustainable organisational improvements.
- Tenacious, resilient and courageous, able to work at pace.
- Committed to equality, diversity and inclusion, with the ability to embed these principles in practice.
- Demonstrates emotional intelligence, active listening, and the ability to lead with compassion and kindness to build trust, foster inclusion, and strengthen human connection.

Desirable:

- Understanding of the Welsh political landscape and its relevance to Welsh Government Sponsored Bodies.
- Qualification or experience in coaching and mentoring.
- Degree or equivalent relevant to the post; postgraduate qualification or equivalent experience desirable.
- Management training or equivalent experience.
- Project management qualification (e.g., PRINCE2, Agile).
- The ability to speak Welsh on appointment is desirable. If the successful candidate does not currently speak Welsh, they will need to commit to complete a Sylfaen (foundation) course within the first year with the expectation that they reach the Uwch (higher) level within a reasonable, mutually agreed timescale.



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Terms of Appointment

Salary: upwards of £75,512 dependent on skills and experience.

Annual leave: 27 days plus 8 Bank Holidays and 1 privilege day. Annual leave increases by 5 days after 5 years.

Contract: permanent.

Contract hours: 35.

All new appointments are subject to the receipt of satisfactory references, medical report and criminal conviction vetting clearance, plus proof of eligibility to work in the UK.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Amgueddfa Cymru on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **EBWGA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form. This appointment brief is also available in Welsh.

The closing date for applications is noon on **Tuesday 30th September.**

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



