# Developing Guidelines for Decolonising Research at Amgueddfa Cymru – Museum Wales

# Summary

Implementing our charter for decolonisation and ensuring everyone is represented is a priority in Amgueddfa Cymru – Museum Wales’ new Research Strategy. In addition to reinterpreting our collecting history, our collections, and the way that we display them, we want to dismantle the barriers within our organisation and the heritage sector more broadly that continue to disadvantage certain groups and communities. We want to develop guidelines of best practice in line with our charter to tackle:

* What research, collections, communities, or groups of objects should we prioritise?
* How do we develop a structure or programme of research activities based on a clear set of strategic principles?
* What change do communities in Wales want to see first and how might we capture and deliver this?

We would like to offer a three-month placement to a student in the humanities or social sciences to help us to develop our research priorities and guidelines for best practice for decolonisation research. The student will work with the Museums Association, external stakeholders and communities to identify common themes and criteria of best practice across the sector and develop these in an Amgueddfa Cymru context.

# The Organisation

Amgueddfa Cymru – Museum Wales is committed to undertaking high quality research across the natural sciences, social sciences, arts and humanities. We have identified research as a key enabler to better understand our collections, improve visitor experience and support our move towards net zero carbon operation. As the only Independent Research Organisation in Wales, we use the unique elements of our collections to deliver research that others cannot. The breadth of our expertise across all 8 of our sites allows us to conduct participatory research with communities that benefits everyone in Wales.

Our sites are located in a mixture of rural and urban areas across Wales and cover many aspects of Welsh history and culture. Our site in Cardiff is the main home to our art and natural sciences collections and is the focal point for our research activity.

The organisation has a policy of flexible working hours with many people still working from home where appropriate. We have a dedicated team who support all those undertaking work placements with us. We are committed to supporting people from diverse backgrounds and those with protected characteristics. We support workplace adjustments to ensure that all employees have an environment in which they can thrive.

# The Placement

The placement will be based across the Research Department and the Department of History and Archaeology. The candidate will report to the Heads of these departments while working closely with other Galleries, Libraries, Archives and Museums (GLAM), and the Museum Association.

Through this placement the candidate will:

* Gain experience of reporting on findings from a literature review, and apply their skillset, in a real-world setting
* Gain experience of adapting research findings into an engaging public-facing resource that will be available on multiple platforms
* Develop their understanding of the ethical implications of decolonisation and participatory research in the cultural sector
* Develop their skills to work collaboratively across departmental teams and organisations

# The project

The candidate will:

* Undertake a literature review of decolonisation in a heritage sector context
* Work collaboratively with staff at Amgueddfa Cymru, the Museums Association and GLAM organisations to identify best practice and research priorities that have emerged from participatory research to date
* Develop guidelines setting out best practice and our research priorities for future decolonising research at Amgueddfa Cymru

Anticipated outcomes:

1. A report setting out guidelines for best practice and research priorities for decolonisation within Amugeddfa Cymru
2. Online content for Amgueddfa Cymru’s blog and the Museums Association’s Resource page based on the report’s key findings

# Working Arrangements

The Placement will last for three months, during which time the student’s PhD project will be paused by their home institution. Your stipend will continue in this time. Over and above leave policies, time for existing PhD commitments can be arranged on discussion with line managers. E.g. research groups meetings and conference presentations. Applications are encouraged from part-time students.

It is anticipated that the successful applicant will conduct the majority of their work from home (in line with current practices for Amgueddfa Cymru staff) during their internship but, where possible, they will have opportunities to be on site, attend research events, and build their networks. Hot desking at National Museum Cardiff can be arranged as required. This approach is based on our current understanding of the Covid-19 situation and may be subject to change following Government guidelines.

The internship will last for a period of three months full-time or the part-time equivalent. For students registered on a part-time studentship, this internship is available on a part-time basis over a longer time frame, this would be negotiated between the Amgueddfa Cymru and the successful applicant. If you would like to be considered on a part-time basis, please specify your preferred working hours via email when submitting your application.

# Student Specification

The student must have:

* Excellent communication, verbal and written skills
* Experience of undertaking literature reviews in a relevant field
* Experience of communicating subject-specific findings to non-specialist audiences
* Sound understanding of the main issues surrounding decolonisation and an ability to apply this in a heritage sector context
* Knowledge of the ethical implications of a project of this kind

# Anticipated Start Date

Start date will be discussed with the successful applicant and finalised dependent on their research and any other personal commitments. We expect all applicants, barring unforeseen circumstances, to be available to start their placement between the 1st November and the 3rd January.

# To apply

Please submit your application form along with a separate CV (no more than 1 side of A4) to enquiries@walesdtp.ac.uk by Tuesday 11th October at 5pm.

If you would like any further information before you apply, please contact Dr Gemma Brown, research development officer at Amgueddfa Cymru: gemma.brown@museumwales.ac.uk