



Natural
History
Museum

Candidate pack

Curator, Invertebrates (non- insects)



Full time, permanent

About Us

The Natural History Museum is a globally recognised centre for scientific research. We care for one of the world's largest and most unique natural history collections, with more than 80 million objects, representing billions of years of history. Our more than 350 scientists are responsible for looking after and growing this collection as well as unlocking its secrets.

We're at a pivotal moment in our history. We have huge aspirations to extend our global reputation for cutting-edge science with a new state-of-the-art research facility at Thames Valley Science Park. This, alongside an ambitious digitisation programme, will open up the collections like never before, revolutionising access to natural history data and facilitating exciting new research endeavours. We're looking for talented people who'll welcome the flexibility, autonomy and opportunities for collaboration we offer. Who'll be motivated to help us achieve our mission of creating advocates for the planet by finding science-based solutions for nature, from nature.

Diversity and inclusion matter to us

We welcome applications from everyone! Diversity, inclusion and the feeling of belonging matters to us. By attracting people from a broad range of backgrounds we can continue to look at the world with fresh eyes and find new ways of doing things. We offer a stimulating and professional working environment. All our staff work to embody our behaviours of being curious, ambitious, pioneering, teaming up, acting with pace and sharing the wonder.

We know we have more to do, but we're committed to making sure that everyone who works here feels valued, respected and that they can thrive.

Thriving at the Museum: the way we work

Our vision is a future where both people and planet thrive. To accomplish this, we're delivering an ambitious strategy by 2031 to create advocates for the planet. To achieve this shared goal requires each of us to behave in ways that help everyone to thrive. We are proud to work at the Museum and have identified the qualities we all need to embody to reach this shared ambition.



We're ambitious. To make a difference on a global scale we have to push the boundaries and be big and bold not only in our thinking but in the goals

we set. We act with integrity, but this doesn't mean we're rigid or inflexible. We drive ourselves and others to be excellent at what we do and identify opportunities to make a difference to the organisation wherever we can.

We're curious. We never stop learning. We ask questions to advance our understanding, skills and professional knowledge and look outwards beyond the organisation to learn from others. We seek out and actively listen to different perspectives and to take time to reflect. We're thoughtful and always receptive to new ideas and ways of working.

We share the wonder. We are captivated by the natural world, proud of our treasures and trusted guardians of our collections. We relish telling stories to inspire others. We're passionate about what we do, sharing our own knowledge and expertise. We're proud of where we work and never take this for granted.

We're pioneering. We're not afraid to try something new. We experiment, embrace complex problems and use good judgment and evidence to innovate and take risks. Always adaptable, we're ready to change our approach. We don't dwell on setbacks or get preoccupied with problems – we find solutions.

We team up. We respect the expertise of others and recognise that we produce the strongest outcomes when we put the best ideas together. We trust each other, keep things simple and make it easy for others to do the right thing. We empower and support each other, sharing information, skills and experience so that all of us are equipped to succeed. We never let difficult moments develop into bad working relationships.

We act with pace. We prioritise action, are efficient and always focus our efforts where we know we can make the biggest impact. We don't wait to be told what to do - we take the initiative and deliver on our responsibilities with momentum. We're decisive and once a plan is set, we all get behind it to make it a success.



Role Summary

This is an opportunity for a scientific collection specialist or early career researcher with strong curatorial experience to take up an important and dynamic role working with our world-class invertebrate collections. Applications for the post of Curator of Invertebrates (non-insects) are welcome in the field of invertebrate zoology (except insects and molluscs). We are looking to hear from a zoologist with experience in managing wet-preserved and dried collections, and with knowledge of frozen tissue collections and molecular biology techniques/applications.

The post holder will ensure best practice in collections care and strategic development for one or more phyla specifically, while also contributing across the invertebrate (non-insect) collections. They will deepen knowledge of, and information about, the collections, facilitating access to colleagues, researchers and wider communities of interest. They will play an active role in interpreting these specimens for a range of audiences, ensuring that the NHM collections are well known and used.

The role will work closely with NHM colleagues engaged in invertebrate systematics, as well as undertaking their own collections-focused research. They will enhance the digital and physical accessibility of collections to ensure they are used by researchers, nationally and internationally. Curators may also contribute to and lead scholarly research projects, working alongside approximately 400 science colleagues, and coordinated around our nine science themes.

The postholder will be managed by the Principal Curator in Charge of Invertebrates Non-Insects, Dr Lauren Hughes, working alongside the Invertebrates (non-insects) collection team within the Science Directorate.

Main tasks and responsibilities

Collections management, development, conservation and care:

- Manages collections at a local level aligned to NHM collection management strategies and key departmental priorities
- Ensures best practice in collections care and management, including adherence to museum Spectrum standards
- Ensures high standards of data management and stewardship using the Museum's Collection Management System
- Understands legal, ethical and best practice approaches to due diligence, working closely with the museum's Registry team to comply with museum policies
- Works to enhance the data and information held about collections to ensure they are digitally and physically accessible
- Works with internal and external researchers engaged with collections-based research (science and humanities), and seeks to actively facilitate such research where possible

- Where appropriate, leads on donations, fieldwork opportunities and exchanges to enhance the collection area strategically
- Work closely with the NHM Unlocked delivery team to document, organise, sort and prepare the collections to ensure the move to a new site in Reading is both safe and beneficial for the invertebrate collections
- Work closely with colleagues in Digitisation teams to develop priorities and plans for the digitisation of the collections, including as part of the multiyear DiSSCo programme
- Develops ideas, content and specimen suggestions for temporary exhibitions and major galleries, including several new permanent specimen-rich galleries as part of the NHM's 150th anniversary redevelopment
- Provides guidance and support for engaging volunteers

Collections scholarship and leadership

- Aware of the relevant collections-based stakeholder community at large and works proactively to engage with researchers to enhance the collection and maintain its relevance
- Facilitates access to enable scholarship
- Leads on scholarly outputs from own area of expertise and contributes to scholarly outputs with collaborators, both internal and external, in appropriate outlets e.g. scientific journals, monographs, technical reports, articles, exhibition content etc.
- Reviews and edits for journals within specialty area
- Remains up to date with appropriate techniques and procedures where appropriate

Income generation

- Supports funding opportunities for projects within their specialist area, as a participant or team leader where appropriate)
- Support the wider Invertebrates team with identified, and delivering, income-generating and research directed activities

What we're looking for

A postgraduate qualification (e.g. MSc) relevant to invertebrate zoology is required for this post.

- Expertise or knowledge across one or more groups of invertebrates (except insects and molluscs) and general experience with other invertebrate groups
- Knowledge of invertebrate systematics and/or taxonomy

- Record of scientific publication in international peer-reviewed journals commensurate with career stage
- Experience of working with museum collections and/or databases
- Ability to work with multiple teams and stakeholders to share the wonder of the collections
- Act as a strong and inspiring advocate for the museum's collections and their value
- Knowledge of frozen tissue collections and molecular biology techniques
- Excellent communication and interpersonal skills
- Success in obtaining external funding
- Fieldwork experience
- Experience of managing postgraduate students or volunteers
- Willingness to travel between Museum sites and work across Invertebrate Science collections

Key information

Salary: £35,430 per annum, grade 5

Hours: Full, 36 hours per week

Contract: Permanent

This role will be 100% onsite at the museum.

The Museum supports flexible working.

All positions at the Natural History Museum are conditional subject to receipt of:

- Proof that you are legally entitled to work in the UK
- A Basic Disclosure Check from the Disclosures and Barring Service (DBS)
- Satisfactory references covering the last 3 years of your employment or education
- Health clearance

Our benefits

In addition to competitive salaries, we offer a wide range of benefits to help you thrive both personally and professionally.



Wellbeing and work-life balance

- Generous annual leave allowance of 27.5 days holiday plus public holidays
- Enhanced sickness pay to support you through periods of illness
- Wellbeing provision including Mental Health First Aider support and regular learning sessions on wellbeing topics
- Flexible working and hybrid working arrangements where the role allows
- A 24/7 employee assistance programme including face to face counselling sessions
- Occupational health advice and support
- Eye care vouchers for display screen users
- Supportive policies to help you manage life events, for example becoming a carer, menopause, transitioning at work



Financial

- Generous defined contribution pension scheme with employer contribution up to 10% of salary
- Life insurance that will pay 4 times your salary to a beneficiary in the event of your death in service
- Season ticket and cycle loans to help you spread the cost of cycling to work
- Rental deposit loan scheme – to help you spread the cost of a deposit on a rental property
- 20% discount in our NHM shops both online and in store
- Discounts in our on site restaurants and coffee shops, and use of our staff canteen at South Kensington
- Discounts at local shops and restaurants within the South Kensington area



Cultural and lifestyle

- Free entry with your NHM staff pass to a wide range of museums and galleries across London and around the UK
- Every staff member is entitled to 10 complimentary tickets each year to give to friends and family
- Access to the Civil Service Sports and Social Club for a small monthly fee, offering a range of benefits such as discounted tickets to visitor attractions and gym membership discounts
- Access to the NHM Sports and Social Association for a small fee which provides access to our fitness centre at South Kensington and a range of activities and clubs including football and yoga



Family friendly

- Enhanced pay for maternity, paternity and adoption leave
- Flexible working and hybrid working arrangements where the role allows
- Supportive policies to help you manage fertility treatment
- Paid special leave to help you manage unexpected life events or to make caring arrangements

How to apply

To apply, please complete an online application through our [recruitment portal](#).

The closing date for applications is 01 March 2026.

First stage assessment for this role is likely to take place from 13 March 2026.

How we hire

We want everyone to be able to perform at their best throughout our hiring process. We've put together some information about how we hire as well as tips for completing your application and taking part in our assessment process. You can find this information on our careers site [here](#).

Reasonable adjustments

We welcome applications from disabled candidates, and are committed to adapting our recruitment processes to make sure all candidates can perform at their best. If you require adjustments to our application process or require materials in a different format, contact us at hrteam@nhm.ac.uk.

If you need adjustments to the assessment stage of our hiring process, indicate this on your application form and we'll contact you before the assessment to put these in place.

We're part of the Disability Confident Scheme and guarantee an interview to all disabled candidates who meet the minimum shortlisting criteria for the role.