

Fellowship Opportunity at IMMA

Open Competition for the role of

Time-Based Media Art Conservation Fellowship

1-year fixed term contract of employment

Role Overview

IMMA is home to Ireland's National Collection of Modern and Contemporary Art, with over 3,500 artworks by Irish and international artists. The Collection is firmly rooted in the present and important contemporary works are added each year. A significant portion of these works, approximately 120, fall within the category of time-based media, and involve video, sound, slide and film, software, digital source files, and/or live performance.

Since 2018 IMMA has been implementing new procedures and infrastructure to support the long-term care and display of its TBM Collection; this includes a viewing and condition assessment workstation and improved and centralised digital storage.

The Heritage Council and IMMA are pleased to offer a twelve-month Conservation Fellowship. The fellowship is part of the Heritage Council's commitment to the promotion of best practice for conservation in Ireland and offers interns the opportunity to gain valuable experience, supported by a mentor, of professional conservation practice within cultural institutions and their professional conservation studios. Host institutions benefit from working with highly motivated, newly trained, early career professionals.

The Heritage Council's Annual Conservation Internship Programme offers a Time-Based Media Conservation Fellowship opportunity for a period of 12 months. The successful fellow will support the IMMA Collection team in their ongoing efforts to advance conservation practices around IMMA's time-based media (TBM) artwork holdings and will develop and broaden the fellow's knowledge and experience.

- The TBM Conservation Fellow will work closely with and report to the IMMA Collection team of curators, registrar, and external TBM supervisory conservator in the day-to-day processing of new acquisitions, display, and loan of TBM Collection works, Collection research, and development and implementation of new procedures and best practices.
- The fellow will be mentored by a conservation professional within the host institution and will be supervised by relevant staff and/or independent conservation professionals as appropriate.
- The fellow will keep the Heritage Council apprised of their progress through short written updates or meetings and on conclusion, will provide a summary report to the Heritage Council.
- The fellow should present the work they have undertaken during their fellowship, or an fellowship research project, at the Heritage Council's Conservation Winter Seminar (which takes place annually in December). The fellow will also present their work through the host institution's education and/or outreach programme as well as during National Heritage Week. In addition, the fellow will be available to contribute to other Heritage Council events, workshops or training days in agreement with the host institution.
- During their fellowship, fellows will be encouraged to prepare a research paper or other article for publication in a professional journal and to engage with the ICRI and other professional bodies.

Key Responsibilities

Key responsibilities to be undertaken based on priorities agreed with HOD and subject to the needs of the Department/ Programme.

- Support the Collection team with processing new and recent acquisitions, including reviewing proposed art-work deliverables and purchase agreements; conducting artist interviews; cataloguing, condition assessment, reporting, and archival ingest and storage (physical and digital) of received artwork components; and creation of conservation documentation.
- Support AV and Collection team in preparing TBM Collection works for exhibition and loan, including performing condition assessments and completing condition reports; reviewing object files and specifications and identifying knowledge gaps; and working with the Collection team to solicit additional material from artists, galleries, and estates.
- Create compressive written conservation documentation of installed/activated TBM Collection works.
- Support Collection team and IT in relation to dedicated TBM server storage and back-up management.
- Work with existing acquisition and exhibition process lines, procedures, and workflows, and contribute to their ongoing development and implementation.
- Support the Collection team with ongoing cataloguing and inventory of existing TBM Collection components, including data cleaning in IMMA's collection management system, review of existing practices, risk assessment and collection survey.
- Identify and propose individualised artwork preservation plans, and work with IMMA staff and external contractors to conduct and document conservation interventions.
- Conduct original research related to the TBM Collection and its conservation and disseminate research through IMMA Magazine and other public programming.

Learning Outcomes:

By the end of the Fellowship, the successful candidate will be able to:

1. Gain hands-on experience in cataloguing, condition assessment, and conservation documentation of time-based media artworks.
2. Support the preparation of artworks for exhibition and loan, including technical review and collaboration with artists and galleries.
3. Develop knowledge of digital preservation tools and practices, including metadata extraction, archival ingest, and server backup systems.
4. Contribute to acquisition and exhibition workflows, helping refine procedures and support long-term collection care.
5. Conduct and disseminate original research on time-based media conservation through professional channels.

The successful candidate will have:

Qualifications:

- Postgraduate degree (MA or MSc) from an accredited fine art conservation training program or a related discipline, such as audio-visual archiving and preservation, with demonstrable coursework related to time-based media art conservation.
- Experience (minimum of one year postgraduate preferred) working with collections of time-based media artworks, including those involving digitised and born-digital video, sound, slide and film, software, and live performance.

Skills, Competencies, Knowledge:

- Familiarity with Mac and Windows operating systems.
 - Familiarity with video editing software (e.g., Premier, DaVinci Resolve), condition assessment software (e.g., QCTools), and playback hardware (including BlackMagic devices and legacy equipment) used in the condition assessment of audio-visual material.
 - Familiarity using a variety of common command-line tools (e.g. BagIt, MediaInfo, FFmpeg) and Python scripts used in metadata extraction and analysis, condition assessment, and archival ingest of file-based artwork components.
 - Experience working with artists and their assistants/representatives in the display and care of their work.
 - Experience creating written conservation documentation of time-based media artworks including related to condition and state, conservation intervention, and episodes of install and activation.
 - Experience conducting risk assessments and collection surveys.
 - Familiarity using collection management systems.
 - Excellent verbal, interpersonal, and written communication skills, and full English fluency.
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Why Work with IMMA?

At IMMA, we are proud to offer:

- Opportunity to get involved in IMMA's 2024-2028 Strategy, development of key themes in response to current global cultural concerns which will shape our programming over the next five years.
 - Progressive, hybrid working model.
 - The opportunity to work in a beautiful serene historic 17th Century Building surrounded by 48 acres of Meadows and Gardens – an oasis in Dublin City.
 - Free Parking / Secure Bike Sheds.
 - Career development opportunities through mentoring, coaching, and training.
 - Erasmus + Staff Mobility Scheme funding by European Union.
 - Government Pension Scheme
 - Employee Wellbeing Committee.
 - Employee Assistance Programme.
 - Generous Public Sector leave benefits.
 - Strong values-based and inclusive culture.
 - Strong commitment to diversity, equity, and inclusion.
 - Great team environment working to our Core Tenets: Contemporary, Inclusion, Innovation, Collaboration and Globally Connected.
 - Valuable experience at a leading cultural institution.
 - Opportunities to attend special museum events and exhibitions.
 - Networking opportunities with professionals in the museum and cultural sectors.
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Salary

The salary for this role is aligned with public sector pay scales and is set at **€37,544.00** per annum, corresponding to Point 1 of the Executive Officer Standard (PPC) scale, effective from 1st March 2025.

Candidates should note the Irish Museum of Modern Art complies with Department of Public Expenditure and Reform and guidelines on Public Sector pay and conditions of employment and pension provisions. Entry level will be at Point 1 of this Grade.

Contract Details

- **Contract Type:** Fixed Term
 - **Contract Duration:** 1-year fellowship
 - **Hours:** Monday to Friday, 35 hours per week, net of breaks
 - **Location:** IMMA, Military Road, The Royal Hospital Kilmainham, Kilmainham, Dublin 8
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How to Apply

To apply for this exciting opportunity, please submit the following:

1. A tailored cover letter explaining your suitability for the role.
2. A current curriculum vitae.

Applications should be submitted via <https://imma.bamboohr.com/careers/56?source=aWQ9MTU%3D>

Closing date for receipt of applications: 16 July 2025

Interview dates: August 2025

Commencement Date: September 2025

Please note:

- IMMA operates an open competition process, and applications are accepted exclusively via BambooHR.
- Applications sent by email or through other channels will not be considered. For questions related to the role or application process, you are welcome to contact us.
- IMMA's HR office is closed on Saturdays, Sundays, and Irish Bank Holidays. Any queries submitted during these times will be responded to on the next working day.
- We aim to respond to queries as promptly as possible. However, during periods of high activity, response times may be longer than usual. We appreciate your patience and understanding, and we thank you for your interest in working with IMMA.

For further assistance or reasonable accommodations during the application process, please email tetiana.shchukina@imma.ie.

Join Our Team

IMMA is an equal-opportunity employer, deeply committed to promoting equality, diversity, and inclusion. We actively encourage applications from individuals of all backgrounds and experiences. We value the richness that a diverse team brings to our work, enhancing both staff and visitor experiences.

Deis Fostaíochta ag IMMA (Áras Nua-Ealaíne na hÉireann)

Comórtas Oscailte don ról

Comhaltacht i gCaomhnú Meán Ambhunaithe

Conradh fostaíochta 1 bhliain ar théarma seasta

Eolas faoi IMMA

Tá Áras Nua-Ealaíne na hÉireann, atá lonnaithe in Ospidéal Ríoga Chill Mhaighneann, mar a bhí, ina fhoirgneamh iontach ón 17ú haois, agus é suite ar bharr cnoic de 48 n-acra le radharc uaidh amach ar an Life, agus é ina fhinné ar mhílaois ar a laghad d'athruithe. Leis sin go léir, cuirtear lenár smaointeoireacht chomhaimseartha agus lenár dtiomantas chun an suíomh iontach seo a cheiliúradh. Ag IMMA tá tús curtha againn le spás uathúil a chruthú ina bhfuil cultúr comhaimseartha. Is spás é seo ina dtagann nithe áitiúla agus domhanda le chéile, spás ina mbuaileann ealaín chomhaimseartha agus an saol comhaimseartha le chéile, ina dtugann siad dúshlán dá chéile agus ina spreagann siad a chéile.

Achoimre ar an Ról

Is é IMMA (Músaem Nua-Ealaíne na hÉireann) baile Bhailiúchán Náisiúnta na hÉireann d'Ealaín Nua-Aimseartha agus Chomhaimseartha, ina bhfuil breis agus 3,500 saothar ealaíne le healaíontóirí Éireannacha agus idirnáisiúnta. Tá an Bailiúchán fréamhaithe go daingean sa lá atá inniu ann, agus cuirtear saothair chomhaimseartha thábhachtacha leis gach bliain. Tá timpeall 120 díobh seo sa chatagóir Meán-Bhunaithe ar Am (Time-Based Media), lena n-áirítear físeán, fuaim, sleamhnáin agus scannán, bogearraí, comhaid dhigiteacha fhoinsacha, agus/nó taibhiú beo.

Ó 2018 i leith, tá IMMA ag cur próisis agus bonneagair nua i bhfeidhm chun aire agus taispeáint fhadtéarmach a chinntiú don Bhailiúchán TBM; áirítear leis seo stáisiún measúnaithe féachana agus coinníollacha, agus stóráil dhigiteach fheabhsaithe agus lárnaithe.

Tá áthas ar Chomhairle na hOidhreachta agus IMMA comhaltacht chaomhnóireachta a thairiscint ar feadh dhá mhí dhéag. Tá an chomhaltacht seo mar chuid de thiomantas Chomhairle na hOidhreachta maidir le dea-chleachtas caomhnaithe a chur chun cinn in Éirinn, agus tugann sí deis luachmhar d'interní taithí ghairmiúil a fháil le tacaíocht ó meantóir i gcleachtas caomhnaithe i suíomh cultúrtha nó stiúideo caomhnaithe gairmiúil. Baintear tairbhe ag institiúidí óstacha as obair le gairmithe luathghairme, nuacháilithe agus spreagtha.

Tugann Clár Bliantúil Intéirneachtaí Caomhnóireachta Chomhairle na hOidhreachta deis don chomhaltacht Caomhnóireachta Meán-Bhunaithe ar Am (TBM) ar feadh tréimhse 12 mhí. Tacóidh an comhalta le foireann Bhailiúchán IMMA i bhfeabhsú leanúnach a gcleachtais chaomhnóireachta maidir le saothair TBM agus forbhronnfaidh sé ar an gcomhalta eolas agus taithí níos leithne.

- Oibreoidh an Comhalta TBM go dlúth le foireann Bhailiúchán IMMA – lena n-áirítear coimeádaithe, cláraitheoir agus caomhnóir seachtrach TBM – maidir le déileáil laethúil le saothair nua, taispeántas agus iasachtaí, taighde bailiúcháin, agus forbairt agus cur i bhfeidhm nósanna imeachta agus dea-chleachtas nua.

- Beidh meantóireacht á fáil ag an intern ó chaomhnóir gairmiúil san institiúid óstach, agus maoirseacht á déanamh ag bailiúirí ábhartha nó caomhnóirí neamhspleácha de réir mar is cuí.
- Coinneoidh an t-intern Comhairle na hOidhreachta ar an eolas faoina dul chun cinn trí thuairiscí gearra scríofa nó cruinnithe, agus cuirfidh sé/sí tuairisc achoimre isteach ag deireadh na tréimhe.
- Cuirfidh an t-intern a gcuid oibre i láthair ag Seimineár Geimhridh Caomhnóireachta na Comhairle Oidhreachta (a reáchtáiltear gach Nollaig), agus trí chlár oideachais nó for-rochtana na hinstiúide ósta chomh maith le linn Sheachtain Náisiúnta na hOidhreachta. D'fhéadfadh sé/sí a bheith páirteach freisin in imeachtaí, ceardlanna nó laethanta oiliúna eile a eagróidh an Chomhairle Oidhreachta, le comhaontú ón óst-institiúid.
- I rith an intéirneachta, spreagfar an t-intern páipéar taighde nó alt eile a ullmhú le foilsiú in iris ghairmiúil agus a bheith páirteach leis an ICRI agus comhlachtaí gairmiúla eile.

Príomhfhreagrachtaí

Eochairfhreagrachtaí a bheidh le cur i bhfeidhm bunaithe ar thosaíochtaí arna gcomhaontú le Ceann na Roinne agus faoi réir riachtanaí na Roinne/na Chláir.

- Tacú le foireann an Bhailiúcháin maidir le sealbhúcháin nua agus le déanaí a phróiseáil, lena n-áirítear athbhreithniú a dhéanamh ar tháirgí inseachadta ealaíne atá beartaithe agus ar chomhaontuithe ceannaigh; agallaimh a dhéanamh le healaíontóirí; catalógú, measúnacht reachta, tuairisciú, agus ionghabháil agus stóráil chartlainne (fisiceach agus digiteach) ar chomhpháirteanna saothar ealaíne a fuarthas; agus doiciméid um chaomhnú a chruthú.
- Tacaíocht a thabhairt don fhoireann AV agus d'fhoireann an Bhailiúcháin maidir le saothair an Bhailiúcháin TBM a ullmhú le haghaidh taispeántas agus iasachtaí, lena n-áirítear measúnachtaí reachta a dhéanamh agus tuarascálacha reachta a chur i gcrích; comhaid agus sonraíochtaí réad a athbhreithniú agus bearnaí eolais a shainaithint; agus oibriú le foireann an Bhailiúcháin chun ábhar breise a lorg ó ealaíontóirí, ó ghailearaíthe agus ó eastáit.
- Doiciméid chomhbhrúiteacha caomhnaithe i scríbhinn a chruthú do shaothair shuiteáilte/ghníomhachtaithe an Bhailiúcháin TBM.
- Tacú le foireann an Bhailiúcháin agus TF i ndáil le stóráil freastalaí TBM tiomnaithe agus bainistíocht cúltaca.
- Oibriú le línte próiseas, gnáthaimh agus sreafaí oibre atá ann cheana maidir le sealbhúcháin agus taispeántais, agus cur lena bhforbairt agus a gcur chun feidhme leanúnach.
- Tacú le foireann an Bhailiúcháin le catalógú agus fardal leanúnach chomhpháirteanna an Bhailiúcháin TBM atá ann cheana, lena n-áirítear glanadh sonraí i gcóras bainistíochta bailiúcháin IMMA, athbhreithniú ar na cleachtais reatha, measúnú riosca agus suirbhé bailiúcháin.
- Pleananna caomhnaithe saothar ealaíne aonair a shainaithint agus a mholadh, agus oibriú le foireann IMMA agus le conraitheoirí seachtracha chun idirghabhálacha caomhnaithe a dhéanamh agus a dhoiciméadú.
- Taighde bunaidh a dhéanamh a bhaineann leis an mbailiúchán TBM agus lena chaomhnú, agus taighde a scaipeadh trí Iris IMMA agus cláir phoiblí eile.

Torthaí Foghlama:

Faoi dheireadh an Chomhaltais, beidh an t-iarrthóir a cheapfar in ann:

- Taithí phraiticiúil a fháil ar chatalógú, measúnacht reachta agus doiciméadú caomhnaithe um shaothair meán ambhunaithe.
- Tacú le hullmhú saothar ealaíne le haghaidh taispeántas agus iasachtaí, lena n-áirítear athbhreithniú teicniúil agus comhoibriú le healaíontóirí agus le gaileraíthe.
- Eolas ar uirlisí agus ar chleachtais chaomhantais dhigitigh a fhorbairt, lena n-áirítear baint meiteashonraí, ionghabháil chartlainne, agus córais cúltaca freastalaithe.
- Cur le sreafaí oibre sealbhúcháin agus taispeántas, ag cuidiú le gnáthaimh a bheachtú agus ag tacú le cúram bailiúcháin fadtéarmach.

- Taighde bunaidh ar chaomhnú meán ambhunaithe a dhéanamh agus a scaipeadh trí bhealaí gairmiúla.

Beidh na nithe a leanas ag an iarrthóir rathúil:

Cáilíochtaí:

- Céim iarchéime (MA nó MSc) ó chlár oiliúna creidiúnaithe i gcaomhnú na mínealaíne nó ó dhisciplín gaolmhar, amhail cartlannú agus caomhnú closamhairc, agus obair chúrsa inléirithe a bhaineann le caomhnú meán ambhunaithe.
- Taithí (is fearr céim iarchéime de bhliain amháin ar a laghad) ag obair le bailiúcháin de shaothair meán ambhunaithe, lena n-áirítear na cinn a bhaineann le físeáin digitithe agus digitghinte, fuaim, sleamhnáin agus scannáin, bogearraí, agus léiriú beo.

Scileanna, Inniúlachtaí, Eolas:

- Bheith eolach ar chórais oibriúcháin Mac agus Windows.
- Bheith eolach ar bhogearraí eagarthóireachta físeán (e.g., Premier, DaVinci Resolve), bogearraí measúnachta reachta (e.g., QCTools), agus cruia-earraí athsheinm (lena n-áirítear gléasanna BlackMagic agus trealamh oidhreachta) a úsáidtear i measúnacht reachta ábhar closamhairc.
- Bheith eolach ar úsáid a bhaint as uirlisí éagsúla coiteanna líne na n-orduithe (e.g. BagIt, MediaInfo, FFmpeg) agus scrípteanna Python a úsáidtear i mbaint agus anailís meiteashonraí, measúnacht reachta, agus ionghabháil chartlainne comhpháirteanna ealaíne comhadbhunaithe
- Taithí ar bheith ag obair le healaíontóirí agus lena gcúntóirí/ionadaithe i dtaca le taispeáint agus cúram a saothair.
- Taithí ar dhoiciméid chaomhnaithe i scríbhinn a chruthú ar shaothair meán ambhunaithe, lena n-áirítear saothair a bhaineann le riocht agus staid, idirghabháil chaomhantais, agus eipeasóidí suiteála agus gníomhachtaí.
- Taithí ar mheasúnuithe riosca agus suirbhéanna bailiúcháin a dhéanamh.
- Bheith eolach ar chórais bainistíochta bailiúcháin a úsáid.
- Scileanna sármhaithe cumarsáide ó bhéal, idirphearsanta agus scríofa, agus líofacht iomlán sa Bhéarla.

Cad Chuige a nOibreofá Le IMAA?

Ag IMMA, táimid bródúil as na nithe seo a leanas a chur ar fáil:

- An deis a bheith páirteach i Straitéis IMMA 2024-2028, ina bhforbrófar príomhthéamaí mar fhreagairt ar cheisteanna cultúrtha domhanda reatha lena n-imreofar tionchar ar ár gcláreagrú sna cúig bliana atá amach romhainn.
- Mionsamhail oibríoch fhorásach hibrideach.
- An deis dul i mbun oibre i bhFoirgneamh stairiúil suaimhneach álainn a théann siar go dtí an 17^ú haois agus a bhfuil 48 n-acra de Chluaint agus de Ghairdíní mórthimpeall air – é ina thearmann dúlra i lár Bhaile Átha Cliath.
- Páirceáil Saor in Aisce / Botháin Rothar atá Slán Sábháilte
- Cuirfear deiseanna forbartha gairmréime ar fáil trí mheantóireacht, trí chóitseáil, agus trí oiliúint.
- Maoiniú Erasmus + Scéim Soghluaisteachta Foirne ón Aontas Eorpach.
- Scéim Pinsin an Rialtais
- Coiste um Fholláine Fostaithe.
- Clár Cúnaimh i gcomhair Fostaithe
- Sochair saoire fiala na hEarnála Poiblí.
- Cultúr láidir bunaithe ar luachanna atá ionchuimsitheach.
- Eagraíocht atá an-tugtha d'éagsúlacht, do chothromas agus d'ionchuimsitheacht.
- Timpeallacht foirne den scoth ina mbíonn gach duine ag obair de réir na mBunphrionsabal dár gcuid: Eagraíocht atá Comhaimseartha, Ionchuimsitheach, Nuálach, Comhoibríoch agus Nasctha go Domhanda.

- An deis taithí luachmhar a fháil in institiúid chultúrtha atá ina ceannródaí domhanda.
- Deiseanna freastal ar imeachtaí agus ar thaispeántais speisialta músaeim.
- Deiseanna chun líonrú le gairmithe sna hearnálacha músaeim agus cultúrtha.

Tuarastal

Tá an tuarastal don ról seo i gcomhréir le scálaí pá na hearnála poiblí agus tá sé socraithe ag **€37,544.00** in aghaidh na bliana, agus tá sé sin comhfhreagrach le Pointe 1 de scála an Chaighdeáin Oifigigh Feidhmiúcháin (PPC), le héifeacht ón 1 Márta 2025.

Ba cheart d'iarrthóirí a thabhairt faoi deara go gcomhlíonann Áras Nua-Ealaíne na hÉireann treoirínte maidir le pá agus coinníollacha fostaíochta agus forálacha pinsin na hEarnála Poiblí de chuid na Roinne Caiteachais Phoiblí agus Athchóirithe. Beidh an leibhéal iontrála ag Pointe 1 den Ghrád sin.

Sonraí Conartha

- **Cineál Conartha:** Téarma Seasta
- **Fad an Chonartha:** Comhaltacht 1 bhliain
- **Uaireanta Oibre:** Luan go hAoine, 35 uair sa tseachtain, glan ar shosanna
- **Suíomh:** IMMA, Bóthar Míleata, Ospidéal Ríoga Chill Mhaighneann, Cill Mhaighneann, Baile Átha Cliath 8

Conas iarratas a Dhéanamh

Chun iarratas a dhéanamh don deis spreagúil seo, cuir na nithe seo a leanas isteach:

3. Litir chumhdaigh shaincheaptha ag míniú d'oiriúnacht don ról.
4. Curriculum vitae reatha.

Ba cheart iarratais a chur isteach trí <https://imma.bamboohr.com/careers/56?source=aWQ9MTU%3D>

An dáta deiridh a nglacfar le hiarratas: 16 Iúil 2025

Dátaí agallaimh: Lúnasa 2025

Dáta Tosaigh: Meán Fómhair 2025

Tabhair faoi deara:

- Oibríonn IMMA próiseas comórtais oscailte, agus glactar le hiarratais go heisiach trí BambooHR.
- Ní chuirfear iarratais san áireamh a sheolfar le ríomhphost nó trí chainéil eile. Maidir le ceisteanna a bhaineann leis an ról nó leis an bpróiseas iarratais, cuirtear fáilte romhat teagmháil a dhéanamh linn.

IMMA

ÁRAS NUA-EALAÍNE
NA hÉIREANN
IRISH MUSEUM OF
MODERN ART



An Chomhairle Oidhreachta
The Heritage Council

- Bíonn oifig Acmhainní Daonna IMMA dúnta ar an Satharn, ar an Domhnach, agus ar Laethanta Saoire Bainc na hÉireann. Tabharfar freagra ar cheisteanna ar bith a chuirfear isteach le linn na n-amanna sin ar an gcéad lá oibre eile.
- Is é ár n-aidhm freagra a thabhairt ar cheisteanna a luaithe is féidir. Ach le linn tréimhsí ardghníomhaíochta, áfach, d'fhéadfadh agaí freagartha a bheith níos faide ná mar is gnách. Táimid buíoch as do chuid foighne agus as do thuiscint, agus gabhaimid buíochas leat as do spéis in obair a dhéanamh le IMMA.

Chun tuilleadh cúnamh nó socruithe réasúnta a fháil le linn an phróisis iarratais, seol ríomhphost chuig tetiana.shchukina@imma.ie.

Bígí lenár bhFoireann

Is fostóir comhdheiseanna é IMMA, atá tiomanta go mór do chomhionannas, éagsúlacht agus cuimsiú a chur chun cinn. Spreagaimid go gníomhach iarratais ó dhaoine aonair as gach cúlra agus gach cineál taithí. Is mór againn an saibhreas a thugann foireann éagsúil dár gcuid oibre, rud a chuireann le taithí na foirne agus na gcuariteoirí araon.