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COPYRIGHT MANAGER

London

We are seeking an exceptional **Copyright Manager** to join our global Marketing team. The role is based in London but you'll also be working very closely with New York and Hong Kong.

Operating at the intersection of art, intellectual property and global storytelling, this is a rare opportunity to play a critical role in how artworks are represented, promoted and shared by Phillips across international audiences. As Copyright Manager, you will lead the clearance of copyright and image rights for artworks featured across our auctions, global marketing and editorial. Working closely with specialists, artists studios, artists rights collectives, estates, rights holders, Legal and Marketing teams, you will ensure that copyright permissions are secured efficiently, thoughtfully and to the highest professional standards.

This role is ideally suited to someone who combines meticulous attention to detail with excellent judgement, diplomacy and commercial awareness — someone who brings both rigour and calm to complex, multi-stakeholder projects. You will become a trusted partner to colleagues across the business and an important ambassador in relationships with artists, estates, artists rights collectives, galleries and institutions worldwide.

About You

You are highly organised, intellectually curious and exceptionally detail-oriented, with a strong understanding of copyright in a visual arts context. You're comfortable operating in a fast-paced environment where standards are high, timelines move quickly and precision matters. Equally, you are collaborative, solutions-oriented and confident building credibility with stakeholders at all levels.

You will likely bring:

- Significant experience in **copyright clearance, picture research, image rights or permissions management**, ideally within auction houses, galleries, publishing, cultural institutions, museums or luxury/creative sectors.
- Strong knowledge of **copyright and image rights relating to visual art**, with confidence operating across global markets.
- Experience managing complex permissions processes across multiple stakeholders and jurisdictions.
- Excellent organisational skills and the ability to manage competing priorities with accuracy and composure.
- Strong written and verbal communication skills, with diplomacy and confidence in both internal and external relationship management.
- A naturally proactive, solutions-focused mindset and high degree of professional ownership.
- Genuine interest in visual art

Duties and Responsibilities

- Obtain copyright clearance for marketing placements related to auction/private selling exhibitions and comparative images reproduced in digital sales catalogues
- Conduct extensive picture research to source comparative images for digital catalogues, working closely with Researchers/Writers to identify the most suitable imagery to support and illustrate lot essays
- Liaise with photo agencies, museums and other suppliers to source and license high-resolution image files for content relating to the sales
- Build and maintain positive and long-lasting relationships with copyright holders, artist rights collectives, galleries and institutions
- Conduct daily follow up on copyright requests and frequently update key internal stakeholders on the status of requests

- Actively identify any potential copyright clearance issues and suggest alternative images when needed
 - Maintain and update the copyright guidance list each season with latest copyright information and restrictions
 - Oversee the global copyright budget, keep track of all copyright-related spending and negotiate competitive copyright fees to stay within the allocated budget
 - Record and keep track of all copyright requests after each auction season or sale
 - Process image licensing requests from external third-parties regarding the usage of Phillips images from past auctions
 - Monitor and stay informed of copyright legislation and developments to ensure ongoing best practice across the business
 - Identify areas of improvement and proactively suggest ways to streamline process
 - Provide regular training to departments on best practices with regards to copyright
 - Other responsibilities as assigned by the line manager
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Professional Skills and Experience

- Sufficient professional work experience, required.
 - Relevant Degree is desirable – Art, Legal or Compliance based
 - Proven experience in picture research and rights clearance, preferably in a publishing environment
 - Ability to negotiate terms and permissions
 - Familiarity with US, UK and Asian copyright/trademark law
 - Basic knowledge of copyright law in international jurisdictions is desirable
 - Familiarity with and passion for 20th Century Art and Design
 - Proficiency with Microsoft Office and Adobe product suites
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Personal Attributes

- Ability to project manage, working in partnership with key stakeholders
 - Ability to recognise and anticipate copyright declines/potential image reproduction roadblocks based on previous experience and without extensive research
 - Strong organisational skills, ability to prioritise effectively and successfully manage expectations
 - Ability to work well with others across many departments and our international offices
 - Ability to self-start and efficiently complete tasks, with clear and regular follow up
 - Ability to work under pressure and against deadlines
 - Willingness to receive feedback and instruction constructively
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Working Conditions

- Work is undertaken primarily within an office environment in our Berkeley Square location.
- Flexibility with working hours, including some evenings and weekends is essential and late nights during peak seasons

To apply please visit: <https://phillipsauctioneers.bamboohr.com/careers/534> Please be advised: due to the high volume of applicants, we are only able to contact those candidates whose skills and backgrounds best fit the needs of the open position.