

The Continuing Professional Development (CPD) Recall process ensures that Icon's Accredited members are actively maintaining and developing their professional practice, thereby upholding the high standards expected across the conservation profession.

Notes:

- Please use this form to prepare your CPD Recall.
- Refer to the guidance notes when completing your documentation.
- Take time to review your prior to submitting for review.
- Save file in format of 'CPD Recall Submission - SURNAME, FIRST NAME'
- Once ready upload it to the Icon website.
- If you have any questions, please get in touch by emailing accreditation@icon.org.uk.

Name	Georgina Taylor
Specialism at Accreditation	Easel Paintings

Section 1 | Work Context

Briefly describe the context of your practice. What do you personally do within the main areas of your own work and your responsibilities? Please fill out the boxes below, adding more as required in order to cover the last 24 months.

Role 1

Job Title	Director & Easel Paintings Conservator
Start date	August 2023
End date (if relevant)	Present
Your role	I've set up a paintings conservation studio in London, where I provide services relating to my field such as assessing the condition and carrying out conservation treatments on Old Masters to contemporary paintings. I am in charge of ensuring smooth running of the studio, building relations and liaising with stakeholders/clients. I provide guidance on all aspects of care, suitability on loan, handling and display of paintings.

Role 2 (If required)

Job Title	Freelance Paintings Conservator
Start date	July 2024
End date (if relevant)	Present
Your role	I support a complex and busy Acquisitions programme, two to three days a week. I manage multiple paintings at a time, writing relevant reports such as; condition report, pre-acquisitions report with quotes for treatment proposals, conservation report, and treatment report. I convey complex ideas, with accurate estimates using Microsoft Word, Excel, and Outlook. I am trained and responsible for updating official records of digital documents using The Museum System (TMS) and iBase. I also conduct interviews with living artists for decision-making processes regarding conservation treatments, framing, and future care of paintings.

Role 3 (If required)

Job Title	Icon Accreditation Specialist Advisor (voluntary)
Start date	January 2025
End date (if relevant)	Present
Your role	I was trained to take on this role, which entails providing constructive feedback when reviewing applications and assessments during the accreditation process. I support End-point Assessor, Icon Accreditation Manager, and Icon Moderation Committee with any appeals from candidates regarding assessment decisions if/when necessary.

Section 2 | Self Appraisal

Please use this space to explain/reflect on any critical factors that have impacted in this CPD review submission.
(Approximately 300 words)

When I obtained my accreditation back in 2022, I was working at a private conservation studio as a full-time Easel Paintings Conservator. I resigned that year to further my professional development; to build my own business and to embark on a PhD at The Courtauld Institute of Art. Unfortunately, due to the lack of funding and rapid changes to the financial climate, I had to turn down the offer of the studentship position after a yearlong effort of designing a PhD, which I am very passionate about.

I have since focused on expanding my business whilst applying for part-time opportunities at Museums & Institutions for balancing my experiences and diversifying source of income. I applied for 8 jobs in the last two years, which ranged from teaching to building a digital database for The National Gallery. Although I was not successful for all of the applications, I was able to work on improving my interviewing skills and it has also led me to other unexpected opportunities working as a *Freelancer*. In my previous job, I mainly work in Acquisitions where I assess conditions and carry out treatments on paintings for it to become displayable as the painting enters the collection. I also trained to become an *The Institute of Conservation (Icon) Accreditation Specialist Advisor*, which has proven to be such a rewarding process for me to be part of someone else's professional development whilst reflecting back on my own.

Through these varied experiences I have been able to strengthen and widen my skill sets I have as a Paintings Conservator, beyond treating paintings in the studio. I have further gain confidence in my soft skills, which is essential for maintaining relationships and building new ones through networking at various places I go. I am excited for my future of expanding my business as well as looking for opportunities for a permanent part-time role in an institution. I am still considering doing a PhD, patiently waiting for the right moment of time so that when opportunities presents itself I will do everything in my power to achieve that goal.

Section 3 | CPD Activities

Using your CPD log please complete one table for each CPD goal to describe and reflect on a selection of your professional development activities over the last 12 months to 2 years. You are expected to provide details on at least 3 CPD activities, however you may include more should you wish.

Activity 1

Activity title	A technical investigation into the transition of the artist's working practice expanding through his lifetime
Activity domain	The Courtauld Institute of Art
Activity type	PhD Proposal for Academic Year 2024/5
Date From	November 2023

Date To	September 2024
Brief description	Designing a PhD.
What skills / knowledge gaps did you identify prior to the activity?	I missed conducting in-depth technical research on paintings. Therefore, I really wanted to intellectually stimulate/challenge myself by pursuing a PhD on investigating one of my favourite painters.
Did you achieve your objectives?	Over a yearlong period, I submitted over 7 applications for different types of funding and PhD applications at The Courtauld. I was offered a PhD studentship. However, I had to turn down the opportunity because of lack of financial funding.
If so, what did you learn?	I learned how to design a comprehensive research project and write a PhD proposal in-depth. I improved over the year of tailoring and submitting multiple applications for funding across the world.
Will you / have you used this learning within and beyond the profession?	It has been an eye opening process overall and I will definitely use these skills on applying for funding and for research projects and/or life plans in the future.

Activity 2

Activity title	Icon Accreditation Assessment Specialist Advisor
Activity domain	The Institute of Conservation (Icon)
Activity type	Voluntary Role
Date From	January 2025
Date To	Present
Brief description	I was trained to take on this role, which entails providing constructive feedback when reviewing applications and assessments during the accreditation process. I support End-point Assessor, Icon Accreditation Manager, and Icon Moderation Committee with any appeals from candidates regarding assessment decisions if/when necessary.
What skills / knowledge gaps did you identify prior to the activity?	I yearned for opportunities where I can contribute my time to the wider conservation community.
Did you achieve your objectives?	Yes, I did. It was a very rewarding process to be part of someone else's professional development. From the ICON training sessions, I was able to understand the current assessment procedure, including how to use OneFile where the candidates upload their evidences through e-portfolios. I was able to reflect on myself regarding professional and ethical standards whilst assessing the candidate.
If so, what did you learn?	From this experience, I learned how to actively provide constructive feedback based on the evidences provided before assessment, and by taking part in the actual assessment process and providing specialist knowledge on conservation of easel paintings. I also gained insight into how other conservation studios and conservators approach projects, and picked up on useful tools for project management, managing client's expectations and ideas for problem solving practical issues.
Will you / have you used this learning within and beyond the profession?	I have applied the skills of providing constructive feedback for applying for <i>Studio Supervisor</i> roles at Universities and educational Institutions. I wish to apply what I've learned when I employ emerging conservators in the future.

Activity 3

Activity title	Preparing for Job Interviews
Activity domain	Professional Development on Improving Skills for Job Interviews
Activity type	Private lessons online
Date From	April 2025
Date To	June 2025
Brief description	I attended two private lessons on how to improve on my skills for a job interview.
What skills / knowledge gaps did you identify prior to the activity?	I was lacking in confidence after a horrible experience during a job interview in March 2025, and also the fact that I have been unsuccessful with many of my applications for part-time jobs in the recent years.
Did you achieve your objectives?	I did. I was able to feel confident again after taking lessons, preparing and practicing for job interviews.
If so, what did you learn?	I learned how to prepare for an interview. For example, how I should practice by speaking out loud so it becomes second nature (rather than write it down word by word), and think of the key points with examples on I want to highlight during the interview.
Will you / have you used this learning within and beyond the profession?	I have already used what I've learned for other job interviews as well as for preparing for meetings with clients for my business.

Activity 4

Activity title	GreenArt Training Day
Activity domain	Professional Development in Learning: Sustainable Materials for Cleaning
Activity type	Lecture and Workshop
Date From	20 th May 2025
Date To	20 th May 2025
Brief description	GREENART (GREen ENdeavour in Art ResToration) proposes new solutions, based on green and sustainable materials and methods, and on the elaboration of advanced tools, to preserve, conserve and restore cultural heritage. The training day was with an aim to spread knowledge generated during the development of the project within academic, professional, potential users and industrial domains in addition to upskill key stakeholders and staff on the use of the novel materials/tools/solutions applied to the conservation of cultural heritage.
What skills / knowledge gaps did you identify prior to the activity?	I am interested in how to incorporate sustainability to everyday practice in my studio, thus was curious to learn about most recent research into the "green" approach in conservation.
Did you achieve your objectives?	Yes, I was able to understand the project's main objective, which is to produce safe and effective solutions for the remedial and preventive conservation of cultural heritage, based on environmentally friendly and low impact materials made from renewable natural sources or recycled waste.
If so, what did you learn?	The day was organised with lectures and presentations on the theoretical, research and implementation aspects of the novel materials and solutions. In the afternoon, there were demonstrations around the application methodologies and the use of some developed technologies and tools.
Will you / have you used this learning within and beyond the profession?	The novel gels shared during this training is not yet available to purchase, however, I do understand the methodology and approach into the "green" approach the project has shared. I try to reuse materials when possible, within my conservation studio but also at my household.

Activity 5

Activity title	Supervising a Student Enrolled in a Conservation Course
Activity domain	Professional Development in Teaching
Activity type	Experience in supervising conservation treatments in the studio
Date From	4 th August 2025
Date To	28 th August 2025
Brief description	Responsible for overseeing a work experience student in a paintings conservation studio.
What skills / knowledge gaps did you identify prior to the activity?	I have only handful of experience in teaching and supervising students.
Did you achieve your objectives?	Yes, I was able to foster enthusiasm by allocating suitable projects based on their experience and guiding them in completing conservation work.
If so, what did you learn?	As an Easel Paintings Conservator, I find sharing knowledge and demonstrating how things are done comes natural to me. I have often found showing things first-hand is most effective when it comes to demonstrating practical conservation skills in addition to pointing them towards the right direction for relevant bibliographies on building theoretical knowledge. I am able to stay patient and have empathy towards them as I always try and put myself in their shoes of attempting elements for the very first time. I have found it incredibly rewarding and humbling experience whenever I witness the students gradually build their confidence over time. Sharing experience and ideas is a mutual exchange, and I have learnt many new approaches through working with recently trained conservators who have diverse backgrounds and education.
Will you / have you used this learning within and beyond the profession?	I have been able to transfer my skills in mentoring and teaching to the field of conservation, and found it to be one of the most rewarding aspects of my job. Equally, I hope to highlight and inspire the students to retain emotional intelligence on a personal level towards their colleagues, because having the 'soft skills' is crucial in achieving effective communication skills and being a team player as a conservator. I have been part of high-functioning teams, who won't shy away from having discussions, sharing ideas for problem solving, and working towards making critical & ethical decisions together when complex conservation and ethical problems often arise. I wish to aspire the students towards creating an inclusive and welcoming environment, by setting the best example at my studio.

Section 4 | Future Learning Activities

The aim of planning is to identify areas where you know or anticipate you will need to develop your knowledge, understanding or skills or gain different perspectives, (your personal goals) and to identify how you will go about this. Please list up to three CPD activities that you plan to undertake over the next 24 months.

Future Activity 1

Activity title	Casual Paintings Conservator
Activity domain	Professional Development as a Paintings Conservator overseeing Exhibitions
Activity type	Installation and De-installation of Exhibitions
Date From	8 th September 2025
Date To	8 th September 2026
Brief description	I will be starting as a Casual Paintings Conservator from September, mainly helping permanent staff during installation and de-installation of exhibitions.
What skills / knowledge gaps you identified?	I have limited experience in overseeing installation and de-installation of paintings in an exhibition space at National Museums/Galleries.
What you did / have planned to do to fill the gaps?	I will be regularly taking part in condition checking paintings in Exhibition space during installation and de-installation of paintings. I will be trained to use systems and learn procedures at NPG. I will be working across department, such as with the Conservation Managers, fellow Conservators, Exhibition Managers, Couriers, and Art Handlers.

Future Activity 2

Activity title	Micromosaic Course in Ravenna, Italy
Activity domain	Professional Development in Learning New Conservation Technique
Activity type	Five-day formal training course at Mosaic Art School in Ravenna, Italy
Date From	17 th November 2025
Date To	21 st November 2025
Brief description	My love for antique micromosaic jewellery has led me with fascination on learning more about its history, materials and technique.
What skills / knowledge gaps you identified?	I am very curious to learn how historic micromosaic paintings are made and how they are conserved.
What you did / have planned to do to fill the gaps?	I will be attending a five-day in-person course in Ravenna, Italy, where I will attend lectures and make micromosaic pieces in the studio. I will also learn how micromosaic paintings are conserved as part of my learning, which I am very excited about.

Future Activity 3

Activity title	Signing up to a Local Gym
Activity domain	Personal & Professional Development
Activity type	Improving on Physical and Mental Health
Date From	Mid-September 2025
Date To	Foreseeable future
Brief description	I am going to sign up to a local gym and work with a Personal Trainer, in order to incorporate regular exercise in my daily routine.
What skills / knowledge gaps you identified?	I lack knowledge on physical exercises I need to do in order to continue on being fit enough to carry on my conservation work.
What you did / have planned to do to fill the gaps?	I will learn how to exercise by working with a Personal Trainer in a local gym. I hope to strengthen my physical health, which may help with mentally balancing life between work vs life.

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