

PUBLIC CALL FOR APPLICATIONS FOR THE IVAM'S DIRECTOR POSITION

The Institut Valencià d'Art Modern (IVAM) is one of the public institutions of the government of Valencia (Generalitat Valenciana) established in the Law 1/2015, of 6 February, on the Generalitat, public finance, the instrumental public sector and subsidies. It is regulated by the Law 1/2018, of 9 February, and falls under the auspices of the Regional department with competencies in the field of culture.

The IVAM's main objective is to develop the cultural policy of the Generalitat Valenciana as pertains to knowledge, protection, promotion and dissemination of modern and contemporary art. Its programme of activities includes exhibiting its own art collection, organising temporary exhibitions, editing catalogues and other publications and organising conferences, courses, workshops and concerts related to the various fields of contemporary art. Its headquarters is the Julio González Centre, a building inaugurated in 1989 that is home to the museum's collection and other temporary exhibitions. The IVAM opened a new facility (CADA) in Alcoi in 2018, thus expanding its offerings, aiding in the cultural revitalisation of the southern countries and establishing a link between that territory and the visual arts. Most recently, in 2020, the IVAM presented the Sculpture Garden, a space adjacent to the museum open to the city where visitors can see some of the most representative sculptures in the IVAM's collection.

As one of its future challenges, the IVAM has taken on the responsibility of ongoing dissemination of contemporary art and the fostering of critical debates about art and culture in a new historical context, in which artistic languages, social practices and centres of creation are constantly evolving.

With regard to staff in managerial positions, Decree 95/2016, of 29 July, of the Council, on the regulation, limitation and transparency of the management staff system of the instrumental public sector of the Generalitat, establishes that this is regarded as the person with maximum responsibility over the institution and its management staff. The choice must be based, among other criteria, on the applicant's academic, professional, technical or artistic record; leadership experience in the public or private sectors; leadership, communication and negotiation skills; training in gender equality; knowledge of languages or other specific criteria related to the assigned functions.

Accordingly, Law 1/2018, of 9 February, of the Generalitat, which regulates the IVAM (Law 1/2018), establishes the Director's position as one of the institute's governing bodies (section 3) and establishes that it must be selected on the principles of merit, capacity and criteria for suitability through procedures that ensure advertisement and competition, further taking into account the Good Practices' Code of Valencian Culture (section 11). This code was prepared by the Regional Department of Education, Culture and Sport as part of its commitment to cultural, professional, transparent and inclusive management.

Appointment and termination of the Director's position must be carried out by decree of the Regional Government's Council at the proposal of the person holding the presidency of the IVAM following counsel from the Board.

The Governing Council of this entity is the competent body, at the proposal of the IVAM's presidency, to approve the functional organization and basic guidelines regarding the entity's human resources, in accordance with article 7.7 of the Decree 27/2015, dated February 27th, of the Council, by which the Regulations for the organization and operation of the IVAM are approved.

By virtue of this, at the IVAM's Governing Council meeting held on June 5th, 2020, the approval agreements of the bases were adopted, which must govern the selection process for the IVAM's Directorate, as head of the entity; as well as the remuneration to be received that remains at €67,615.92 gross per year as the current Directorate. All this conditioned on obtaining favorable reports from the General Directorates of Public Sector and Budgets of the Ministry of Finance and Economic Model, and the subsequent authorization of the *Consell*, in accordance with article 6 of the Decree 95/2016, dated 29th July, of the *Consell*, about regulation, limitation and transparency of the regime of the directive personnel of the instrumental Public Sector of the Generalitat and article 30 of Law 10/2019, of December 27th, of budgets of the Generalitat for the financial year 2020.

On June 11th and 17th, 2020, respectively, the favorable reports of the General Directorate of the Public Sector and the General Directorate of Budgets were issued, and on June 19th, 2020, it was authorized by agreement of the *Consell*.

For all this, in use of the powers conferred on the IVAM's President by the Governing Council at the meeting held on June 5th, 2020, it is agreed to publicize the bases that will govern the selection process of the IVAM's Directorate, which are inserted below:

1. PURPOSE OF THE CALL FOR APPLICATIONS

The purpose of this call for applications is the selection process for hiring the person who will carry out the Director's position of the IVAM.

2. FUNCTIONS

According to Law 1/2018, of 9 February, which regulates the IVAM, the person entrusted with the Director's position of the IVAM is responsible for ordinary leadership of the institute. Specifically, he or she has the following functions:

- Managing the institute and its staff based on the decisions of the Board.
- Implementing the decisions of the Board and the Advisory Council.
- Preparing the annual plan of activities, the annual report.
- In accordance with the regulations on Valencian cultural heritage, approving the lending outside the museum facilities, regardless of where, of works of art owned by the IVAM as well as accepting in the museum the deposit of artworks owned by others.
- The Director must inform the Board of these actions in the next meeting after they are carried out.
- Maintaining the museum's formal and institutional relations, without prejudice to the powers of the president.
- All other functions entrusted or delegated by the Board.
- Any other function not expressly attributed to another body.

The person hired to lead the IVAM must perform the role in accordance with the Good Practices' Code of Valencian Culture.

3. HIRING AND INCOMPATIBILITY

The person designated to fill the role will sign a senior management contract governed by Royal Decree 1382/1985, of 1 August, which regulates the special employment relationship of senior management staff, or any regulation that replaces it. The contract will have a duration of five years, with the possibility of a renewal for another period of at most the same duration (subject to presentation by the Director of a renewed project for the new period), unless expressly renounced by either of the parties with 15 calendar days' notice.

The employment relationship will be governed by the provisions of the contract and other applicable regulations.

According to the Good Practices' Code, the contract must include, at minimum, the objectives to be met, the results to be achieved, the conditions and deadlines for carrying them out and the indicators used to measure them.

The selected applicant will receive the same remuneration as the institute's current Director.

He or she will be subject to Law 8/2016, of 28 October, of the Generalitat, on incompatibilities and conflicts of interest of people with unelected public positions or any regulation that replaces it; Decree 95/2016, of 29 July, of the Council; as well as any other current legislation on this matter.

His or her performance will be submitted for yearly review by the Board on the basis of the objectives defined in the selected project and in accordance with the Good Practices' Code.

4. REQUIREMENTS FOR PARTICIPATION

Applicants must meet the following requirements:

1. Possess an undergraduate degree or the equivalent.
2. The application is open to candidates of all nationalities. The appointment of citizens of non-EU Member States is conditional upon securing legal residence in Spain. Documentary proof of this condition is required.
3. Never have been dismissed, via disciplinary proceedings, from service in any public administration or be barred from holding public positions. As proof, the applicant must provide a sworn affidavit.
4. Have leadership experience in the field of contemporary art. As proof of this requirement, the applicant must provide a curriculum vitae detailing their career and art and management experience in the field of contemporary art both in Spain and abroad (at most five DIN A-4 pages in Arial 12 font).
5. Include at least three references from known figures in contemporary art, whom the commission may contact to request information about the applicant's suitability for the position.
6. Demonstrate mastery of English, Valencian and Spanish during the interview phase outlined in section 8 of this call for applications. That said, if the applicant does not demonstrate mastery of Valencian, he or she will be required to learn it within one year, and this requirement will be included in the contract.

5. SUBMISSION OF APPLICATIONS AND CONTENT OF ENVELOPES

The deadline for submitting applications is 15 business days (excluding Saturdays, Sundays and public holidays) from the day after publication of this call for applications in the *Official Gazette of the Generalitat Valenciana*.

Applicants wishing to take part in the process must submit the required documentation to the General Registry of the Regional Department of Education, Culture and Sport (Av. Campanar, 32, 46015 Valencia) or by one of the other methods established in section 16 of Law 39/2015, of 1 October, on common administrative procedure for public administrations. In this latter case, an email must also be sent to selecciondireccion@ivam.es, indicating that this was the method for filing the application; this email address may only be used for this said purpose.

The document must be submitted without any identifying details of the applicant, must bear the caption "Selection of candidates for IVAM's Director position" and must be addressed to the president of the Assessment Committee in two sealed envelopes indicating:

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Envelope 1: "Requirements for participation in the selection process for the IVAM's Director position of the IVAM"

This envelope must contain evidence of the requirements stated in section 4 of this call for applications.

Envelope 2: "Director's Project for the IVAM and merits of the applicant"

This envelope must contain:

a) The documentation relating to the project that the applicant would carry out in the IVAM over the next five years, clearly defining the lines of action, objectives and potential

programming. The project prepared by the applicant must take into account the institute's annual budget and the following core concepts:

1. A benchmark space

The IVAM as a benchmark, as a space for reflection and research for both the field and the public, where the perspective of gender is present, a space that is simultaneously international in scope as well as for art closer to home. The IVAM as a focal point for visitors and as a point of connection with the cultural sector. An exhibition space that is a symbol of prestige and able to become a benchmark for the public and experts alike.

2. Collection management

A cornerstone of the IVAM is its art collection, a set of pieces through which one can follow the main transformations of modern art and see the influence that political, social and cultural tensions have had on the field of art.

A proposal should be made for dissemination of the existing permanent collection. There should also be an assessment of the most significant artists and pieces on the Spanish and international art scene that should be incorporated into the collection in future.

3. Process of internationalisation

Given the phenomenon of globalisation dominating the world today, it is essential for the IVAM to develop a program for internationalisation, especially within the framework of Europe. It will be necessary to work actively on the creation and development of a European network of top museums so as to enable collaboration and exchange between different countries and guarantee proper attention and projection of artists. This will allow us to strengthen the historical links with our surroundings and raise the profile of Valencian art internationally.

4. IVAM-CADA

Specific treatment of this space, taking into account its unique features. It is located on the first floor of the Monte de Piedad building in Alcoi and has been a satellite of the IVAM since November 2018. CADA as a centre for cultural revitalisation.

5. New space for the IVAM

After 30 years of history, the IVAM needs a new activity space that will allow it to enrich its programme of activities and connect it with the new way art is produced and consumed. The ask is for a project of content to host unique art designed specifically for the new space. Moreover, the new space must be a unifying and supporting space that connects and brings the IVAM closer to the community, fosters laboratories and supports projects and serves as a place for the exchange of ideas, all with a concept closer to a 21st-century

space. This space will not be at the site of the main facility on Carrer Guillem de Castro and will measure approximately 600 m².

This document must be no longer than 30 pages (single-spaced, Arial 12 font) and must be submitted in one of two official languages of the Valencian Community and in English. In addition, a summary in English (maximum of two pages) must be provided.

b) Merits for leading the IVAM. Include all documents demonstrating the merits indicated in section 7 of this call for applications.

6. ASSESSMENT COMMITTEE

An assessment committee will be formed to examine the applications and their merits.

The assessment committee may hold sessions, make resolutions and keep minutes, both in person and remotely. Its activities will be governed by the provisions for collegiate bodies in Law 40/2015, of 1 October, on the legal framework of the public sector.

There will be gender parity among members, who will be designated on the basis of their prestige, experience and knowledge and according to the Good Practices' Code of Valencian Culture. It will be formed by:

- Two members of the public administration: the regional secretary of culture and sport, who will serve as president of the assessment committee and will have the deciding vote in the event of a tie, and the director general of culture and heritage.

- Two members from civil society.

- Four experts and/or scientists.

Secretarial duties will be carried out by the deputy director general of legal framework and cultural coordination of the Regional Secretariat of Culture and Sport, who will have a voice but no vote. In addition, as the application process is international, the committee may engage a simultaneous translation service.

The assessment committee will have full discretion to assess the applications submitted by the candidates, and the actions of the members will always be on their own behalf.

7. CRITERIA FOR ASSESSING THE MERITS OF APPLICANTS

Applicants will be assessed in accordance with both the criteria set out in the Good Practices' Code of Valencian Culture as well as those established in section 3.1 of Decree 95/2016, of 29 July, of the Regional Council.

The following merits will be assessed:

1. Professional excellence in the form of education and professional experience in the field of contemporary art. It will be especially important to provide contacts, good references and knowledge of projects or individuals in Spain and abroad.
2. Professional experience demonstrating the ability to implement and review strategies, policies and programmes that make it possible for the organisation to meet its mission and objectives. The purpose of this skillset is to guarantee that the management of programmes (exhibitions, education, publication, communication, sponsorship, etc.), scientific activity and leadership activities carried out match the goals of the organisation and that its resources are managed efficiently.
3. Professional experience demonstrating leadership skills: strong communication, negotiation, planning, priority setting, decision making and conflict resolution skills. The ability to represent an institution and the ability to lead and motivate groups of people are also essential traits.
4. Evidence of research in the field of visual arts, especially in modern and contemporary art, through certificates of participation in courses, conferences, seminars, etc. as well as publications and awards.
5. Knowledge of and involvement in the Valencian cultural world and the ability to bring together contributions to the project from different areas and agents in the world of Valencian culture.
6. Training in gender equality. Special consideration will be given to participation in studies and research on gender; having given courses, workshops, conferences and seminars related to gender and culture; having created or participated in initiatives aimed at promoting equal opportunities; and having any professional or project experience with activities aimed at compliance with section 26 of the Organic Law on effective quality between women and men.
7. Knowledge of other European languages.

Special consideration will be given to knowledge of official languages of the European Union other than Spanish and English. This must be documented by degrees, diplomas and certificates issued by the official language schools, Spanish universities following the accreditation model of the Association of Language Centres in Higher Education (ACLES)

and those indicated in the appendix to Decree 61/2013, of 17 May, on the establishment of a system for recognising competency in foreign languages in the Valencian Community. Knowledge of each EU language will be awarded points by course or course equivalent in the case of official language school cycles or by levels or certificates according to the Common European Framework of Reference (elementary, intermediate and advanced levels).

All merits must be verifiable with accrediting documentation or they will not be taken into consideration by the committee.

8. SELECTION PROCEDURE

The selection procedure will be carried out in two phases: phase 1 - verification of the requirements for participation (envelope 1) and evaluation of the IVAM's director project and the merits of the applicant (envelope 2) - and phase 2 - interview.

Phase 1 will account for 60% and phase 2 for 40% of the total score.

Phase 1: The requirements for participation in envelope 1 will be analysed by the assessment committee. If any document that should be in the envelope is missing or needs to be corrected, the applicant will be asked to correct the deficiency within 10 business days. The request will indicate that failure to do so will be regarded as withdrawal of the application pursuant to section 68 of Law 39/2015, of 1 October, on the common administrative procedure of public administrations. In this case, envelope 2 will not be opened.

The assessment committee will open envelope 2 for applications that meet the participation requirements. The documentation in envelope 2 will be assessed on the basis of the project submitted, which will account for 60%, and the merits, which will account for 40%.

The assessment committee will set a minimum score needed to proceed to phase 2.

Phase 2: People who move on to the second phase will be invited to an interview focused on the Director's project, the merits presented and command of the English, Valencian and Spanish languages.

Submission of applications implies acceptance of these rules. Once the process has been completed, the documentation submitted will be returned at the request of the interest party.

The call for applications may be declared void if the committee decides that no person meets the requirements of the position.

The committee will submit its proposal to the president of the IVAM, who will in turn present it to the Board of the IVAM and the Board for appointment.

Once appointed, the name of the selected person must also be published on the IVAM website, and the appointment must be published in the *Official Gazette of the Generalitat Valenciana*.

9. CONFIDENTIALITY

All those involved in the selection process undertake to safeguard the absolute confidentiality of the personal and professional data of the applicants and will not disclose the participation of those not selected beyond the scope of the committee and its assessment activities. Only the name of the selected person will be made public.

10. DATA PROCESSING

The personal data provided as part of this selection procedure may be included in a file for processing by the Institut Valencià d'Art Modern, as the controller, in the exercise of the functions attributed to it and within the scope of its powers.

Data subjects may exercise their rights to access, rectification, erasure and objection of their personal data pursuant to Regulation (EU) 2016/679 of the European Parliament and of the Council, of 27 April 2016, on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and of Organic Law 3/2018, of 5 December, on data protection and protection of digital rights.