

**RESOLUTION BY THE TRUSTEES OF THE COMUNITAT VALENCIANA PALAU DE LES ARTS FOUNDATION, MADE ON THE 21ST OF MAY 2018. THE RESOLUTION APPROVES THE TERMS OF THE PUBLIC CALL FOR CANDIDATES FOR THE POST OF ARTISTIC DIRECTOR OF PALAU DE LES ARTS**

The Palau de Les Arts, hereinafter 'Les Arts', is a cultural project that captures the Valencian People's artistic spirit. Valencians enshrine European culture in general and Mediterranean culture in particular. Valencians are open to the outside world and are highly creative. Over the centuries their artistic output (whether in the form of figures or other kinds of art) has won them international renown. Valencian art ranges from painting to architecture, from sculpture to literature, from film to theatre, and has had a big impact in the field of music.

The links between music and the Valencian *raison d'être* is probably one of the most remarkable cultural features of European society. Music is part of Valencians' daily lives, and finds expression in everything from folk music to classical music. In both cases, the excellence of Valencian composers and performers is legendary. It is a social feature that defines Valencians and is something that has no parallel in Spain.

'Les Arts' has to be the culmination of Valencians' artistic spirit. It has to be a flagship project that combines the quality of Valencia's artistic expression, its ability to foster talent, and the allure of top international performers. Opera — a genre that combines the best of stage and music — is its spearhead. It enshrines internationalisation, excellence, and projecting Valencian culture to the rest of the world.

'Les Arts' mission is therefore based on quality and international excellence to achieve opera that is (1) open to and highly valued by Valencian society; (2) an international benchmark of excellence for music-lovers everywhere.

The new Statutes of the Foundation of the 'Palau de les Arts' have been approved to further the aforementioned strategic aims. The purpose is to create a new legal framework for change. This will put opera in the Comunitat Valenciana on a par with the world's great opera houses. Change will be driven by a Board of Trustees that is open to all walks of Valencian Society and by an Artistic Director chosen through an international public competition.

On the 21st of May 2018, once the Foundation's new Trustees had taken up their posts, they agreed that the main priority was to appoint an Artistic Director of 'Les Arts' as provided for by Article 26 of the Foundation's Social Statutes. The requirements are set out below:

## **Features of the post.**

The purpose of this Call for Applications is to select someone to occupy the post of Artistic Director of 'Les Arts'. He or she shall answer to the Foundation's Board of Trustees and its Executive Committee.

### **A) The Duties of the Artistic Director of 'Les Arts'**

1. To foster and carry out all the artistic and cultural initiatives conducted by 'Les Arts', in particular those linked to Classical Music in general (Symphony, Chamber Music, Lieder and other vocal music) and the Scenic Arts, specifically Opera, Zarzuela, Classical Ballet and Modern Ballet. These activities will not exclude other musical, theatrical or cultural genres that the Board of Trustees or its Executive Committee may deem opportune in meeting public demand.
1. To draw up an annual programme for 'Les Arts' and submit it to the Foundation's Board of Trustees or Executive Committee (as applicable) for approval. The programme must be based on the highest-quality offerings that cater to the widest range of audiences and (depending on organisational constraints) create scope for innovation by harnessing 'Les Arts' creative potential, modern infrastructure and premises.
2. To direct the Foundation's artistic activities in a quest for artistic excellence that takes proper account of budgetary constraints and 'value for money'.
3. To foster, co-ordinate and supervise artistic performances on the Foundation's premises in a way that strikes a good balance between innovation and classical genres.
4. To seek consistency in the Foundation's cultural offerings.
5. To facilitate and foster teaching and training at 'Les Arts' with a view to forging links with new audiences.
6. To boost 'Les Arts' international reputation for cultural excellence.
7. To plan and optimise the artistic use of 'Les Arts' premises as a whole.
8. To highlight and boost the Valencia Symphony Orchestra (OCV), the Centre Perfeccionament Plácido Domingo, and the Coro de la Generalitat Valenciana.

## **B) Application requirements**

Candidates must accredit that they meet the following requirements:

- Be Spanish citizens or citizens of a Member State of the European Union.
- Foreign candidates not covered by the paragraph above must, if they are finally selected, establish their legal residence in Spain.

Candidates must submit:

- a) A photocopy of their National Identity Document or equivalent, or their passport.
- b) A full Curriculum Vitae detailing their professional track record and experience in managing public or private bodies within the spheres of Opera, Classical Music, the Scenic Arts, in both State and international ambits, (the document shall be submitted in electronic form and not exceed 5 pages of A4 in Arial 12 font).
- c) Artistic projection for 'Les Arts', specifying both the artistic and management proposals for the centre.

The proposals must be clear, schematic and be submitted in electronic form and not run to more than 20 pages of A4 using Arial 12 font (or the equivalent thereof in other presentation formats — PowerPoint or similar). If the presentation is in audio or video form, it must last no longer than 15 minutes. The proposals/presentation may be written in any one of the following languages: Valencian, Spanish, English, French, German, Italian.

Candidates' proposals must include:

- The artistic proposals for 'Les Arts' for the 2019/2020 Season and the 2020/2021 Season, as well as the guidelines up until the end of the contract. The proposal shall cover all 'Les Arts' performing arts venues and all genres (opera, musicals, and all other stage productions).
- The proposal should also cover the links to be forged between 'Les Arts' with national and international opera houses, major orchestras, stage and musical directors, and internationally renowned singers.
- The strategy for democratising access to culture for all Valencians, creating new audiences, and for fostering innovation and new formats.

- The fostering of cultural collaboration and dissemination, opera, all forms of classical music, and the performing arts in education, and in wide economic and social circles. The aim should be to boost public recognition of culture as one of the main planks of Valencian society.
- Creating synergy and multi-format projects between the performing arts, music, and audio-visuals.
- The candidate's ability to co-ordinate activities will also be taken into consideration. The proposal should therefore include specific proposals for teamwork with *Institut Valencià de Cultura* (Valencian Institute for Culture), especially its component music and folk culture, and Stage Arts institutes.
- The proposals for Valencia's Symphony Orchestra (OCV).
- The project for the technical, education, and training team.

### **C) Contractual terms and incompatibilities**

The person selected for the post shall sign a Senior Management contract, regulated by Royal Decree 1382/1985 of the 1<sup>st</sup> of August. This legislation covers Senior Management employment contracts.

The contract's duration shall be four years. This may be extended by mutual accord by a further period of up to four years. Such extension shall depend on a thorough evaluation of the management record covering the initial contractual term.

The annual gross salary shall be between €120,000 and €135,000 depending on the designated functions.

The provisions of Valencian Government (*Generalitat Valenciana*) Act 8/2016 of the 28<sup>th</sup> of October on Incompatibilities and Conflicts of Interest affecting those holding non-elective Public Posts (DOGV Official Journal 07.11.2016); *Consell* Decree 95/2016 of the 29<sup>th</sup> of July concerning the regulation, limitations and transparency applicable to senior management posts in the Valencian Government's (*Generalitat Valenciana*) Public Sector (DOGV, Official Journal 11.08.2016), and other legislation in force covering such matters.

### **D) Evaluation Committee and the selection procedure**

An Evaluation Committee shall take part in the selection procedure. The Committee members are shown in the appendix. They have been chosen by the

Foundation to perform this task given their prestige, experience and knowledge, and the Valencian Culture's Code of Best Practices.

The participation of external professionals in the Evaluation Committee is always exercised on an individual basis. Such persons do not act on behalf of an entity or other individual.

The Evaluation Committee will examine the proposals submitted and assess these and the candidates' merits in the light of the following aspects:

- The candidate's professional experience, abilities, and suitability for the post in the light of the duties set out in Section A.
- The quality and suitability of the artistic project presented in the light of the requirements set out in Section B.
- Ability to adapt the artistic model currently employed by 'Les Arts'.
- Knowledge of national and international production in the Opera field with a view to drawing up future programmes.
- Abilities in the artistic innovation and management fields.
- Organisational abilities, leadership, and teamwork.
- Special training bearing on the fields of Music and Arts (academic, professional, and technical training).
- A proven agenda and national and international networking covering opera houses and major orchestras, personal contacts with musical directors, singers, choreographers and stage managers at other opera houses.
- Management and financial know-how with a view to drawing up a financially sustainable programme that combines artistic excellence with an efficient use of resources.
- Proven knowledge of music in general and of the performing arts (opera, zarzuela, ballet) in particular.
- International experience in carrying out the duties described.
- Experience of education projects.
- Proven ability in the Public Relations field.
- Mastery of foreign languages, in particular English, French, Italian, and German.

All of these attributes must be accredited through academic qualifications, contracts, projects undertaken, and so forth.

Once the Committee has evaluated the proposals, it will short-list those candidates to be invited to present their proposals in person and to answer questions on their projects.

The name of the person who is finally selected shall be published on the Foundation's web site, on the web site of the Conselleria of Education, Research, Culture, and Sport.

## **E) Further information**

Further information is available to candidates on 'Les Arts' features, track-record, and activities at the following link <https://www.lesarts.com/es/empleo-palau-de-les-arts/>

## **F) Submission of applications**

The deadline for submitting applications will be thirty calendar days from the date on which this vacancy is posted in the *Diari Oficial de la Generalitat Valenciana* (Valencian Government's Official Journal).

Those who wish to apply for the post must provide the requisite documentation on a CD or USB (pen-drive) at: **Registre de la Conselleria d'Educació, Investigació, Cultura i Esport (Av. de Campanar núm. 32, València 46015, SPAIN)**. The Registry's Opening Hours are from 9 A.M. to 2 P.M. Monday to Friday). Alternatively, the documentation may be submitted in any of the other ways provided for under Article 16 of Act 39/2015 of the 1<sup>st</sup> of October, which establishes common administrative procedures in public administrations. Despatch of aforesaid documentation should be confirmed by e-mail to [sacd@gva.es](mailto:sacd@gva.es).

The documentation must be submitted in a sealed envelope that does not bear any external identification of the candidate. It should bear the text "*Selecció de candidats a la Direcció Artística Les Arts*" (Selection of Candidates for the Post of Artistic Director of 'Les Arts'). The letter should be addressed to "*La Presidència de la Comissió de Valoració*" (Chairman of the Evaluation Committee).

Application for the post shall be deemed as the candidate's acceptance of the rules and regulations set out in this document. Once the selection procedure has ended, the submitted documentation shall be returned should the candidate so request.

## **G) Confidentiality**

All of the persons and institutions involved in this selection procedure solemnly undertake to ensure the absolute confidentiality of the candidates' personal and professional data and shall ensure that the names of unsuccessful candidates are not made known outside Evaluation Committee circles. The only name that shall be made public will be that of the successful candidate.

## **H) Gender Equality**

The selection procedure is subject to Spanish legislation on Gender Equality, specifically, that in the Gender Equality Act 3/2007 of the 22<sup>nd</sup> of March, and in the Valencian Gender Equality Act 9/2003 of the 2<sup>nd</sup> of April.

## **I). Contact person**

Those interested in the post may request further information on the selection procedure and/or 'Les Arts' from the day following publication of the Call for Applications up until the submission deadline. Enquiries should be sent to the following e-mail: [sacd@gva.es](mailto:sacd@gva.es).

Candidates undertake to treat any information provided during the selection process in the strictest confidence and use it solely in drawing up their projects.

Unsuccessful candidates may withdraw the documentation they submitted at the end of the selection process (that is to say, on notification of the appointment of the successful candidate in the Valencian Government's Official Journal (DOGV). Said documentation may be withdrawn within 60 days of said date at the same place it was submitted. Any such documentation that is not withdrawn by the end of this 60-day period shall be destroyed by Conselleria of Education, Research, Culture, and Sport.

Valencia, 21<sup>st</sup> of May 2018

Secretary of the Board of Trustees  
The Honourable Albert Girona Albuixech  
Secretary for Culture and Sport of the Comunitat Valenciana

## APPENDIX

### Members of the Evaluation Committee

#### Administration:

1. Susana Lloret Segura, Director-General of *Fundació per Amor a l'Art* and Chairman of 'Les Arts' Board of Trustees.
1. José Villar Rivera, Under-Secretary of the Conselleria of Education, Research, Culture, and Sport.
2. Margarita Landete Carrillero, Deputy Director of Valencian Music and Folk Culture, Valencian Cultural Institute (*Institut Valencià de Cultura* — IVC).

#### Civil Society:

1. Ramón Roselló Ivars, Professor, Universitat de València and member of the Valencian Cultural Council (*Consell Valencià de Cultura*).
1. Pablo Font de Mora Sainz, President of 'Friends of Opera and The Arts in the Comunitat Valenciana' (*Associació Amics de l'Òpera i de les Arts de la Comunitat Valenciana*).
2. Vicent Ros Peydró, Director of Palau de la Música de València.

#### Experts:

1. Joan Matabosch Grifoll, Artistic Director Teatro Real.
1. Ana Luisa Chova, Full Professor of Singing at the Conservatori Superior de Música de València.
2. Christina Scheppelmann, Artistic Director of the Liceu.

The Secretary of the Evaluation Committee (who shall have the right to speak but not to vote) shall be the person heading the Sub-Directorate for Legal Matters and Cultural Co-ordination, of the Secretariat for Culture and Sport of the Comunitat Valenciana.