



APPLICATION REQUIREMENTS FOR THE POSITION OF DIRECTOR OF THE PICASSO MUSEUM OF BARCELONA*

The Picasso Museum of Barcelona Foundation, according to Article 5 of its Articles of Association, has as its purpose the direction, organisation and management of the Picasso Museum of Barcelona (hereafter called the Museum) as well as of the assets and resources belonging to the Museum. The Museum is a leading centre with respect to the knowledge of Pablo Picasso's period of formation and of the early years of his career. It opened to the public in 1963, thanks to the donation to Barcelona promoted by Picasso himself, who wished to emphasize his special ties with the city. The Museum possesses a collection of 3,800 works.

This is the world's first museum specialised in Picasso's early years, making it a centre of great international prominence. Through its loans of works and the co-production of important exhibitions on the artist, the Museum forms an active part of the international network of major museums.

Moreover, it is an emblematic museum of the city, enhancing Barcelona's character as a cultural capital. In terms of both its large number of visitors (1,008,125 people in 2015) and of its high capacity of drawing world experts on Picasso's work, the Museum is a leading cultural centre in Barcelona. Major museums have become cultural focuses which can draw talent and knowledge to cities, making them very important elements of cultural policy.

The Picasso Museum has been listed as a Museum of National Interest by the Government of Catalonia, and in recent years Barcelona City Council has promoted the remodelling and expansion of its facilities and the adaptation of its management system to its needs as a cultural facility with its own very special character. Salient examples of this have been the opening of the Picasso Museum's Research and Knowledge Centre in 2011 and the creation of the Picasso Museum Foundation in

2013. In this new period, the process of change should be supplemented by the reforms required by the Museum's specific needs.

With a view to the future, it will be necessary to continue working along the following strategic lines:

1. Stressing the Museum's specificity through its own discourse adapted to the cultural realities of Barcelona and of Catalonia at large within a framework of international action.
2. Fostering the building of new narratives around Picasso, reviewing his relationship with Barcelona and with the various narratives of Modernity.
3. Strengthening the networking in the national and international spheres with other museums and with documentation, research and exhibition centres which carry out work in connection with Picasso and with modern and contemporary art in general.
4. Focusing on the collection as the core of the Museum, fostering acquaintance with it and its visibility, and proposing new discourses through the Museum's collection to renew the gazes on the artist and on his contexts.
5. Favouring new acquisitions and the obtaining of works through donations, purchases or deposits of the many archives and documentary materials linked to Picasso.
6. Emphasising the generation of knowledge and research in order to become a leading space for study and investigation on the artist and on his ties with our contemporaneity.
7. Strengthening the Museum's education, mediation and visiting-public programmes as fundamental parts of the Museum's policies.
8. Transforming the Museum into a centre that is open to the neighbourhood, the city and the world – to people, in a word – and that offers services and activities appropriate to a museum of the 21st century.

Economic-financial framework and human resources

The financial resources of the Picasso Museum of Barcelona Foundation come from the performance of its own activities and from the contributions made by Barcelona City Council through its Culture Institute. The Foundation's executed expense for the business year 2014 was about eight million euros. The Foundation's staff of its own employees currently comprises thirty people.

Functions of the Director of the Museu Picasso Foundation:

In accordance with the provisions of Article 21 of the Foundation's Articles of Association, the Director has the following responsibilities:

1. The ordinary direction of the Museum.
2. Drafting of the Foundation's activities plan and its submission to the Foundation's Board of Trustees.
3. Proposal of the programmes of artistic nature to the Foundation's Board of Trustees.
4. Proposal of the educational, mediation and visiting-public programmes to the Foundation's Board of Trustees.
5. Preparation of the draft budget for its submission to the Board.
6. Performance of the resolutions of the Foundation's Board of Trustees, without prejudice to the delegations which the Board may make.
7. All the functions which the Board may delegate to the Director in accordance with the rules in force.

The direction of the Museum involves:

1. The drafting and supervision of the museological and museographical plans required by the ongoing improvement and updating of the Museum's holdings and facilities, and the performance of these plans once they are approved.

2. The supervision of the permanent exhibition of the Museum's collections and the renovation of the permanent exhibition when appropriate.
3. The planning of temporary exhibitions and the proposal of their curators.
4. The proposal of acquisitions of artistic property.
5. The assurance of good governance, transparency and good practices in the human resources policies.

Requirements for job candidates.

A) Candidates should prove their fulfilment of the following requirements:

1. Post-graduate university studies.
2. Professional experience in cultural management and especially in the museum field or similar spheres.
3. A proven knowledge of the Catalan, Spanish, French and English languages. If this is not possible at the time of designation, the candidate will be given a maximum time of one year from his or her appointment to prove understanding and expression skills in these languages. Failure to fulfil this requirement will lead to termination of the contract. If applicable, before accepting the appointment the person finally chosen will undertake a formal commitment to learn the required language skills.
4. Spanish nationality or nationality of a member country of the EU. Otherwise, the appointment will be subject to the condition of obtaining legal residence in Spain.

B) The following aspects, among others, will be given special consideration in the selection process:

1. Knowledge of Picasso's world and of the cultural world in general:

The candidate's career should be marked by proven expertise in Picasso and his work. A knowledge of the artist's surroundings (family, collectors, experts, specialist museums) will also be very positively valued. Likewise, the capacity to link Picasso's world to the various narratives of modernity and of art as well as to other disciplines will be valued, as will be the capacity to relate these narratives to Picasso's work.

2. Management experience:

Moreover, the candidate should have the capacity to coordinate working teams with a view to implementing and revising policies and programmes which allow the organisation to achieve the missions and goals entrusted to it. This position should assure that the governance of the Museum's collections, assets and scientific activity, and the programmes (exhibitions, education, publications, communication, sponsorship, etc.) carried out by the Foundation are consistent with the organisation's objectives, and that the available resources are managed efficiently and transparently.

Moreover, the candidate should be able to prove the possession of significant leadership skills, a high degree of communication and negotiation capacity, as well as a high capacity of planning, determination of priorities, decision-making and problem-solving. Other indispensable qualities include the capacity to represent the Foundation in spheres of all types and the capacity to lead, motivate and inspire the human collective working at the Foundation.

The capacity to link the world of art to other creative, humanistic and scientific disciplines in order to provide a comprehensive multidisciplinary focus will also be valued. Importance will be placed on the candidate's willingness and capacity to strengthen the Museum's relationship with the civic and territorial fabrics, and to strengthen the networking and cooperation with communities and institutions on the city, national and international levels.

In short, what is required is a person with a clear vision of what the Picasso Museum of Barcelona Foundation's positioning should be in all its spheres of action, both at home and abroad.

Remuneration and contract

The remuneration of the Director of the Museu Picasso Foundation will be a total of € 84,000 a year. The appointment will be made by the Presidency of the Foundation and it will be ratified by the Board of Trustees at the first meeting held after the appointment. The relationship with the Foundation will be formalised by means of a top management contract. The duration of the contract will be of five years, renewable for another five years, and it is envisaged that the selected person will begin the job at the beginning of August 2016.

Incompatibilities

The position of Director of the Picasso Museum of Barcelona Foundation is incompatible with any other activity which may detract dedication or effectiveness from the performance of the Director's functions or which may conflict with the organisation's interests. Nevertheless, the selected person may carry out teaching or advisory activities, particularly if they contribute to the prestige and improvement of the Foundation's operation, as long as they are compatible according to the rules in force and according to the Law on Incompatibilities of Personnel in the Service of the Public Administrations.

Procedure

Candidates should submit their curriculum vitae, together with a preliminary project of a maximum length of ten pages which should cover the following aspects:

- 1) The candidate's vision of the mission of the Museum as a public service.
- 2) The conservation and dissemination policies relating to the Museum's collection and assets; the project with respect to research, documentation and archiving; and the policy regarding new acquisitions.
- 3) The programme of temporary exhibitions and activities which complement the Museum's core interests and which present new gazes in relation to the work of Picasso and his context.
- 4) The educational, mediation and visiting-public programmes.
- 5) The project regarding collaboration in networks at the local, national and international levels.

The documents should be submitted to the Foundation's Secretariat (General Secretariat of Barcelona City Council, Plaça Sant Jaume, unnumbered, New Building, 3rd Floor, 08002 Barcelona), stating on the envelope "Picasso Museum of Barcelona Foundation. Application for the Position of Director. Confidential".

Applications should be submitted within a period of 1 month counting from the day after the publication of the Call for Applications and of these Application Requirements on the websites of the Picasso Museum of Barcelona Foundation and of Barcelona City Council. The Foundation will seek to disseminate the Call for Applications and these Application Requirements as broadly as possible.

The applications which are submitted will be studied, in a preliminary assessment phase, by a committee of experts appointed for this purpose, formed by seven people designated by the Foundation's Board of Trustees. This committee will select the applications which will go on to the second phase, in which the respective job interviews will be held. The committee will then submit to the Presidency of the Picasso Museum Foundation an appointment proposal with the name of the candidate who has obtained the highest appraisal in the selection process.

The Presidency of the Foundation's Board of Trustees will appoint the new Director of the Picasso Museum.

The Director's appointment will be submitted to the ratification of the Board of Trustees of the Picasso Museum of Barcelona Foundation.

Further information

Interested parties may obtain further information on the Picasso Museum Foundation by visiting its website at <http://www.museupicasso.bcn.cat>. Likewise, candidates who state their intention to answer the Call for Applications may request further information on the collections, organisation and operation of the Picasso Museum Foundation by addressing the Barcelona Culture Institute's Coordinator of Museums, Mr. Quim Vicente, at the e-mail address jvicente@bcn.cat.

Confidentiality

The Picasso Museum of Barcelona Foundation assures complete confidentiality with respect to the participation of candidates in this selection process and with respect to all their personal and professional details. Likewise, the Foundation assures that the participation of the people who are not selected will remain strictly within the sphere of the assessment committee, and that the only name which will be made public will be that of the person appointed to the position.

Barcelona, 27 April 2016

* This Call for Applications is subject to compliance with the document on “**GOOD PRACTICES IN MUSEUMS AND ART CENTRES**” approved by the Spanish Ministry of Education, Culture and Sport, which was published in 2006 and which may be found at: <http://www.mcu.es/museos/docs/museosbuenaspracticas.pdf>