

SUBJECT: Call for expressions of interest to fill the post of Director of the Experimental Center for the Arts at the Metropolitan Organisation of Museums of Visual Arts of Thessaloniki (MOMus). Specification of qualifications, formation of an evaluation committee and selection criteria.

The Board of Administration of the Metropolitan Organisation of Museums of Visual Arts of Thessaloniki (MOMus)

Having regard to:

- 1.** The provisions of Articles 1, 4, 8 and 14(5) of Law 4572/2018 'Establishment of the Metropolitan Organisation of Museums of Visual Arts of Thessaloniki and other provisions (Government Gazette, Series I, 188).
- 2.** The need to appoint the Director of the Experimental Center for the Arts for a four-year term in office, in implementation of Article 14 of Law 4572/2018.

**We hereby launch
an international open call for expressions of interest**

to fill the post of Director of the Experimental Center for the Arts, which operates as a separate unit at the level of a stand-alone department of the public body corporate supervised by the Ministry of Culture and Sports, Metropolitan Organisation of Museums of Visual Arts of Thessaloniki (MOMus).

I. Job description

- 1.** The Department will be headed its Supervisor who shall bear the title 'Director of the Experimental Center for the Arts (hereafter MOMusExperimental). The Director is responsible for refining and promoting the vision the MOMusExperimental conveys and for setting its tone and approach. That mission is performed by the Director of the MOMusExperimental by planning and implementing exhibitions, training and research programmes or other related actions, and by attracting resources from public and private sources to ensure the viability of the MOMusExperimental as well as its further

development, in cooperation with the Organisation's Board of Administration (hereafter BoA), the General Director and the Artistic Committee.

2. In order to discharge his/her mission the Director of the MOMusExperimental has been accorded the following competences by law:

a. He/she supervises all departments of the MOMusExperimental, and oversees and coordinates their operation as well as implementation of BoA decisions, laws and bylaws.

b. He/she directs and coordinates the operation of the Center's services, puts well-documented recommendations to the General Director about the Department's exhibition, research and educational planning in line with the objectives and in the context of the Organisation's policy set out in detail by the BoA and the General Director, in accordance with their remit, and manage the budgets for the Department's exhibitions and training and scientific programmes.

c. He/she drafts and make recommendations to the General Director in order to incorporate the exhibition and training programme of the Department into the plan submitted for approval to the BoA, in line with the objectives and in the context of the Organisation's policy, and manages the budget, while also reporting on the Department's actions.

d. He/she may assign the task of curating exhibitions and activities to the Department's curators, as well as to the curators of other units of the Organisation or external curators, where this is considered necessary for the quality of the exhibition by the Artistic Committee and is approved by the BoA, but the Director retains final responsibility towards the BoA for the successful running of those events.

e. He/she recommends to the General Director that the MOMusExperimental participate in financed programmes, that equipment be replaced and improved, while at the same time developing collaboration and promoting ongoing communication with other similar institutions in Greece or abroad.

f. He/she makes recommendations to the General Director on any issue relating to the MOMusExperimental scientific, administrative and auxiliary staff.

g. He/she exercises any additional powers assigned to him/her by the BoA either ex officio or following a recommendation from the General Director and shall exercise all powers related to the operation of the Department's services.

3. In all events, the Director of the MOMusExperimental shall be obliged to ensure and work to:

- a. promote contemporary experimental forms of artistic expression;
- b. support the cross fertilisation and synthesis of the arts and interdisciplinary - hybrid actions, and to support such activities between the arts, sciences, research and technology.
- c. keep up to date about international trends in experimental forms of contemporary art;
- d. support young artists taking their first professional steps;
- e. attract fans of innovative and experimental forms of contemporary art, and in particular young people, and familiarise them with aesthetic innovations, and innovative participative activities, especially for social groups not familiar with the arts;
- f. organise visual art exhibitions and extend open invitations to artists;
- g. participate in and set up networks to exchange cultural products and experiences;
- h. support exhibitions via parallel activities which explore the social dimension and impact on the public sphere of artistic experimentation;
- i. collaborate with the Organisation's education curators and museologists to prepare and implement educational programmes for school and other groups such as tours and seminars for teachers, following approval from the Directorate General for Primary and Secondary Education / Ministry of Education, Research and Religious Affairs, following an opinion from the Education Policy Institute; and produce educational materials and electronic materials in cooperation with them;
- j. organise artistic activities in public spaces and interventions in the urban fabric;
- k. produce scholarly publications, whether printed or electronic;
- l. bolster the mobility of artists and curators by implementing a creative residency programme aimed at producing ideas and works concerning artistic experimentation;

- n. network (using electronic communication technologies) with youth associations and initiatives with a special interest in new forms of artistic expression, as well as with organisations in the wider civil society;
- o. organise and make the best use of the voluntary contribution of friends of the Organisation and experimental forms of contemporary art, as well as internships for students in a related subject area;
- p. all other related activities.

The MOMusExperimental does not have a collection of works of art, however through its work it fosters and supports the enrichment of the Organisation's contemporary art collections. It also participates in the design and implementation of the Thessaloniki Biennale of Contemporary Art, particularly as regards organising the Performance Arts Festival and the Young Artists' Lab.

In general, the Director is expected to utilise his/her position to promote an expanded view of what a contemporary Center can do to safeguard, utilise, interpret and promote experimental forms of contemporary art, in other words a view in which the MOMusExperimental is open to society and supportive of diversity, capable of reflecting the spirit of our time, advocating interdisciplinarity, inclusion, public interventions and the osmosis of the arts, and to demonstrate in terms of choices, a morphological, expressive and ideological diversity of views, without being shackled by the conventional boundaries between the arts and exclusions of other art forms.

It should be noted that these provisions are subject to possible amendments by the Hellenic Parliament.

4. This is a full-time and exclusive employment position and the salary is in accordance with the provisions in force at any given time on the single salary scale applying to staff of General Government agencies. The Director shall not undertake any additional salaried work from the agency he/she will be directing during his/her tenure.

II. Eligibility – Special qualifications

1. All persons who have the qualifications specified by law and this decision shall be

entitled to participate in the call to fill the post of Director of the MOMusExperimental. In particular:

2. Candidates must definitely have the following minimum qualifications:

a. a university degree

b. a PhD or postgraduate degree from a university or equivalent degree from schools abroad, particularly in the history or theory of art or in aesthetic or cultural history. Where the above qualifications have been acquired abroad, they must be recognised as equivalent to those acquired in Greece by the Hellenic NARIC or the applicant must be a visual artist with an internationally recognised body of authorial or research work on issues of cultural or visual policy, cultural or visual management or museum management, and a university degree or equivalent qualification from schools abroad.

c. at least five years of proven professional experience in museum policy issues and the organisation of contemporary art exhibitions. The existence of the qualifications referred to in this paragraph shall be confirmed by payslips, contracts, past service certificates, etc.

d. very good command of Greek, English and at least one more language. If the degrees referred to in points 2(a) and (b) were obtained outside of Greece, then they must be recognised by the Hellenic NARIC as being equivalent to those degrees awarded in Greece. The qualifications under point 2(c) can be proven through the submission of payslips/invoices/receipts, contracts, past service certificates, etc. As regards the certification of the qualifications under point 2(d), the provisions of the Annex on Language Certificates, which has been issued by the Supreme Council for Civil Personnel Selection (ASEP), shall apply.

3. During the selection procedure the following qualifications shall be taken into account in favour of the candidate:

a. An important body of authorial and/or scholarly work and participations in academic conferences on visual arts issues with a preference for special knowledge of contemporary art and in general on issues of the history and theory of art, or cultural or artistic policy, or cultural or visual management or museums. Particular emphasis will be placed on whether

a candidate's work, or part thereof, has been published abroad or has received proven international recognition.

b. Proven communication skills and a spirit of collaboration and experience in general of effective operation in groups.

c. Proven ability to manage a project or action from a position of responsibility, and in particular the ability to inspire associates and to utilise their creative skills to the best and orchestrate them in the spirit of resilient leadership. Particular importance will be attached to the possibility that the ability to manage can be acquired in the context of the operation of a body whose special objective is contemporary art or even art and culture in general.

d. Proven ability to design innovative strategies to implement and promote exhibition, educational, research and other interdisciplinary activities of the MOMusExperimental, utilising cutting-edge technological and theoretical tools to set a new example of museums and public development.

e. Proven experience in synergies with Greek or foreign bodies to disseminate the cultural product in the Greek state and abroad.

f. Proven knowledge of experimental and innovative trends in contemporary visual arts.

The above essential qualifications and criteria (from 3.a. to 3.f.) shall be confirmed in all ways which the candidate considers appropriate and the fact that they apply to him/her shall be evaluated and set out in the proposal/motivation letter submitted, and above all in his/her presentation during the interview.

4. Note that a candidate for that post may also be a full-time employee of the State or bodies governed by public law or an employee of the wider public sector provided he/she has the qualifications specified in the first subparagraph. Their length of service in this position will count as actual service in their post with all the effects that has. After the term in office expires, the person so recruited shall automatically take up the original post he/she held prior to recruitment, which shall remain vacant.

5. The selection conditions and qualifications must be met on the last date for submitting applications.

III. Impediments - Incompatibility - Conflict of Interests

1. The following persons are not eligible to submit a candidacy application:

- i. Those persons who have been convicted by a domestic or foreign court of a crime or have been sentenced for theft, misappropriation (ordinary or in the course of service, fraud, blackmail, forgery, breach of trust committed by a lawyer, bribery, oppression, breach of trust in public office, breach of official duty, repeat aggravated defamation, and for any crimes against sexual freedom or crimes of financial exploitation of sexual life.
- ii. Individuals awaiting trial after having been indicted for a felony or misdemeanour in the above cases, even if the limitation period for the crime has elapsed.
- iii. Individuals who have been deprived of their civil rights due to a conviction and for however long this deprivation of rights lasts.
- iv. Any persons who have been dismissed from a civil service or local government organisation position or from a position at any other legal body governed by public law due to the imposition of the disciplinary penalty of permanent cessation or termination of contract on serious grounds attributable to them, if five years have not passed since the dismissal.
- v. Employees of civil services, local government organisations or other legal bodies governed by public law who are currently serving on probation or are on temporary suspension or compulsory suspension, or on whom a disciplinary penalty has been imposed under a final judgement in the form of a fine exceeding four (4) months' pay for any disciplinary offence until the penalty is extinguished, in accordance with Article 145 of the Civil Servants' Code.
- vi. Any persons who are under legal guardianship (full or partial) or under subsidiary legal guardianship (full or partial).
- vii. Male candidates who have not completed their military service or have not been legally exempted from their military service by the application deadline.

2. The provisions of Articles 68 et seq. of Law 4622/2019 (Government Gazette, Series I, 133) shall apply mutatis mutandis to posts which are incompatible with the performance of the duties of the post to be filled and to conflict of interest issues. It is expressly stated that the person appointed to the post of Director of the MOMusExperimental shall be prohibited during his/her term in office from engaging in any manner of professional activity in the private sector similar to or related to the activity carried on by the Center, and from engaging in any private activity where such activities are capable of affecting the

impartial and objective performance of his/her duties.

3. The impediments, incompatibilities and conflicts of interest referred to in the foregoing paragraphs must not exist at any stage of the procedure and at the time the person selected as the Director of the MOMusExperimental is appointed.

IV. Submission of Candidacy Application-Accompanying Documents

1. Persons interesting in participating in the selection procedure for the Director of the MOMusExperimental must submit an application for the post no later than October 4th 2021 at 23:59:59 hours.

2. The application must be accompanied by:

a. Curriculum Vitae

The curriculum vitae must present – at length – the candidate's studies, professional career, scholarly, artistic or other work, any experience gained, performance, certified skills, etc., as well as any other of his/her activities if they serve as proof of any necessary or crucial qualifications set out in this call. This information must be provided in an express reference to the formal and substantive qualifications and other merit-based criteria referred to in paragraphs II, 2 and 3 of this call. The CV shall be drawn up upon penalty of inadmissibility of the application, on the basis of the specimen attached hereto, which forms an integral part hereof. Failure to properly fill out or supplement any of the sections of the CV shall result in the specific information not being taken into account. If a section of the CV relating to the formal qualifications herein is not duly filled out or omitted to be filled out in accordance with section II.2 hereof, the application shall be rejected as inadmissible. The specimen CV is posted in editable format on the Organisation's website.

b. Proposal-Motivation Letter

The Motivation Letter must summarise the candidate's vision for the MOMusExperimental. It should refer to the context, conditions, expected results of the strategy which he/she proposes the MOMusExperimental should follow under his/her directorship, and the roadmap for implementing that vision throughout the entire duration of his/her term in office. Candidates are expected to have formed an initial picture of the legal and financial status of MOMus, based on the relevant public information that can be provided to the

interested party by its departments (legislative framework, published financial data, etc.). During the interview process, candidates will be asked to briefly present the contents of their motivation letter and they may use, if they so wish, any suitable means of electronic presentation.

c. A solemn declaration that the impediments, incompatibilities and conflicts of interest specified herein do not exist.

To validly submit their candidatures it is **not necessary** for candidates to attach or submit their qualifications, certificates or other official documents or evidence confirming that their qualifications are met by another selection criterion in this call. However, for the purpose of their evaluation, they are required to specify the degrees, certificates and other such documents in their curriculum vitae (see above). Degrees, certificates or other official documents or proof of qualifications or of meeting the selection criteria set out in this call for expressions of interest, **which are not clearly and specifically stated in the curriculum vitae (see above), will not be taken into account in evaluating the candidate, even if they are subsequently submitted.**

It should be noted at this point that such reference to degrees and other proof of the candidate's qualifications in his/her curriculum vitae **serves as a solemn declaration that the candidate is indeed the holder of the specific degree, certificate or other proof stated at the time of application.** The certificates confirming that he/she holds the qualifications or that he/she complies with other criteria in this call shall be submitted within a reasonable time by the candidate selected to fill the post of Director of the MOMusExperimental in the context of the procedure outlined herein, in order for the BoA of MOMus to propose to the Minister of Culture and Sports that he/she be appointed. By decision of the BoA, the selected candidate may be given an exclusive deadline within which to submit the necessary degrees and proof. The relevant degrees or other documents must be submitted in Greek in the form of certified copies.

Where the candidate does not adduce the qualifications or other information cited in his/her CV to confirm his/her qualifications and his/her compliance with another criterion in this call, which were taken into account in his/her evaluation, the post of candidate selected shall be held by the next candidate in the ranking list. In any case, they will bear full liability, whether criminal or other, for the false statement made.

Attention! If at the time of application the candidate does not yet have in their possession the official degree or certificate certifying that they have a qualification or meet a criterion set out herein (e.g. a language certificate or the recognition of the equivalence of a degree awarded abroad to a Greek degree), which they have already obtained and cited in their application, then this degree or certificate may be substituted by any other kind of certificate issued by a competent authority (e.g. Hellenic NARIC) or an accredited organisation (e.g. British Council), stating that they have applied for the relevant certification.

3. Applications and all accompanying documents may be submitted in Greek or English, as long as they are accompanied by an unofficial translation into Greek in the latter case.

4. If the application and accompanying documents are submitted via a representative, the relevant authorisation must also be submitted.

5. Applications with accompanying documents must be submitted in .pdf format to the email address info@momus.gr where a reference number is received.

6. The following must be stated in the subject line:

Application to participate in the public call for the post of Director of the Experimental Center for the Arts.

V. Publication of the call

- The Call will be posted on the websites of the Ministry of Culture and Sports and MOMus. Moreover, a summary of the Call will be published in two newspapers in nationwide circulation and on an international website on matters related to the history of art and the visual arts.

VI. Selection Process

The Director of the MOMusExperimental shall be selected following a public call and evaluation of the relevant applications by the Organisation's BoA and shall be appointed by decision of the Minister of Culture and Sports. The Artistic Committee, together with the General Director, may, if considered necessary by the BoA, issue opinions on the selection

of the Director of the MOMusExperimental, after hearing the candidates.

1. Formation of an Evaluation Committee – Processing of candidate dossiers

In order to process the candidatures to be submitted and to assist the Board in evaluating them in accordance with this decision, a 5-member evaluation committee shall be established by decision of the BoA comprised of persons of recognised repute in the history of contemporary art and in general culture and fine arts, members of university teaching staff, university professors emeritus, directors of museums or cultural organisations in Greece supervised by the Ministry of Culture and Sports. MOMus staff members who will be assisting the Committee in its work are to be appointed under the same decision.

The Evaluation Committee will receive the candidate dossiers at a meeting convened by its Chairman and will start by examining the admissibility of candidate applications and making relevant recommendations to the BoA.

Applications submitted late or not accompanied by any of the information required by paragraph IV(2)(a) to (c) above, as well as all candidatures which do not meet the necessary conditions outlined in paragraphs II(2)(a) to (d) of this call will be rejected and excluded from the next stage of the procedure. The Committee shall prepare a report on the list of all candidatures which advance to the next stage and all those rejected on the above grounds, stating in the latter case the relevant reasoning in summary form, which shall be promptly notified to the BoA and candidate/s insofar as it relates to them, at the email addresses they have indicated. The Committee may seek clarifications from candidates where this is necessary in the case where the application for candidature has been submitted in accordance with the terms of the Call but there is reasonable doubt about the existence of one of the formal qualifications herein, and shall lay down an exclusive deadline within which they are to be provided. Where the candidate does not respond in good time to the Committee's request, his/her candidature shall be rejected. Likewise, candidatures will be rejected if the ambiguity which caused them to seek clarifications is not removed after the clarifications are provided. Under no circumstances can the procedure outlined above be used to cover shortcomings which lead to the candidature being rejected or to supplement incomplete or defective applications.

Within a fixed deadline of 15 days from notification of the said minutes to the candidates, any candidate who may be excluded from the procedure may submit objections against

exclusion by the Evaluation Committee. The Organisation's BoA shall issue a final decision on those objections within 5 days maximum from submission and shall finalise the list of candidatures sent for inclusion in the next phase.

The dossiers of candidates who have advanced to the next stage of the process are made available to the Artistic Committee as well as to General Director, if this is deemed necessary by the BoA, so that they may freely decide on each candidate based on their evaluation and provide a relevant opinion to the BoA.

2. Evaluation Process

Upon finalisation of the list of candidates advancing to the next stage, the Committee will evaluate these candidates based on the terms of this call for expressions of interest. During evaluation, the Committee may seek clarifications from candidates under the conditions outlined in the previous paragraph. Any improper response by the candidate to this procedure shall result in the element around which the ambiguity arose not being allocated points. Evaluation is carried out through the allocation of points to each candidate based on specific criteria concerning (a) academic qualifications and (b) professional experience and the exercise of duties from a position of responsibility. In particular:

a) Academic qualifications are allocated points as follows:

aa) The candidate's basic university degree, provided it is in a field related to the position in question, receives 100 points.

ab) Other degrees on the same academic level as the basic degree, and only if it is in a related field, receive 30 points each.

ac) Postgraduate degrees in a subject relevant to the duties of the post to be filled (see section II. 2b above), at least one year long, receive 150 points each, and other postgraduate degrees, receive 50 points each.

ad) A PhD in a related field receives 300 points and in all other cases, 100 points.

ae) Scholarly papers in the fields set out under section II para. 3 hereof on matters related to the subject matter of the post advertised, receive up to 40 points each in the case of articles and up to 120 points each in the case of monographs. Where several authors participate in the drafting of scholarly papers, each scholarly work will receive a score of up to 30 points. Likewise, a book which has been jointly written by several persons receives up to 90 points.

af) Proven participations in academic conferences on issues related to the subject matter of the post advertised, receive up to 40 points each. When allocating points for such participations, special consideration is given to the international nature of the event, based especially on the scope of international recognition of the organiser and/or participants.

ag) Language proficiency certified on the basis of degrees/studies shall be allocated points as follows:

- Excellent command of each language receives 60 points,
- Very good command of a language receives 40 points and
- Good command receives 20 points.

b. Professional qualifications are allocated points as follows:

ba) Curation of exhibitions at museums or cultural organisations of national or international standing receives up to 40 points each.

bb) Co-curation of exhibitions at museums or cultural organisations of national or international standing receives up to 30 points each.

bc) Assistance in the curation of exhibitions at museums or cultural organisations of national or international standing receives up to 20 points each.

When allocating points, special consideration is given to the international nature of the event, based especially on the scope of international recognition of the organiser and/or participants.

bd) Professional experience and the exercise of duties from a position of responsibility similar to the duties of the position in question receive 50 points for every year of service or exercise of duties from a position of responsibility in the public or private sector. Any length of service or employment longer than six months shall count as a full year.

c. Each member of the Committee shall make a reasoned recommendation on the qualifications referred to in paragraphs (ae) to (af) and (b) hereof about the number of points used to score each individual element of each qualification. Where there is no agreement on the allocation in accordance with the above, the individual scores of each member of the Committee shall be added up and divided by the number of votes cast.

3. Interview process

Subsequently, candidates are interviewed based on the following process:

- a. Candidates shall be summoned to the Evaluation Committee on a date and at a time to be set by the Chairman.
- b. the interviews may be attended by all members of the BoA, the Artistic Committee or staff of the MOMusExperimental as observers, and each member will have the right to pose a question.
- c. The interview allows candidates to present their vision and proposals for the development of the MOMusExperimental. Candidates may also use audiovisual tools for this presentation. Following that, under the Chairman's guidance, a discussion will be held about issues relating to the scope and competences of the post to be filled, so that the Committee can form an opinion about the personality, ability and suitability of candidates to perform the duties of Director of the MOMusExperimental as an officer involved in managing it, to evaluate their administrative skills in planning, coordinating, taking the initiative, taking effective decisions and managing crises, and the ability to handle language very well, based on the evaluation criteria set out in point II.2 and 3 of this call. In this context, account is also taken of any networking with similar organisations abroad, communication skills, time management skills, leadership qualities, especially when working under pressure, the ability to coordinate working groups and the creativity of candidates.
- d. Candidates can receive up to a maximum of 1,000 points for the interview.
- e. Minutes are kept during the interview, which will be available to all candidates.
- f. The overall allocation of points for the interview for each candidate is based on the average of the scores given by members of the Evaluation Committee, who must provide a brief justification for their score, and that reasoning must be set out in the said minutes.

4. Completion of the evaluation and temporary ranking

- a. The Committee will then proceed to calculate the overall results of the points system as follows:
each criteria group by candidate is multiplied by the corresponding weighting coefficient in order to generate the total sum.
The weighting coefficient by criteria group is set at:
25% for the criteria group titled "academic qualifications",
35% for the criteria group titled "professional experience and exercise of duties from a

position of responsibility”,

40% for the interview.

The total points for the criteria are generated by rounding to the two (2) nearest decimal places.

b. Lastly, the Evaluation Committee draws up a report on the final result of the points system, which includes both the evaluation of qualifications and the product of each candidate’s interview, and is completed with a ranking list prepared by the Committee, ranking candidates in descending order according to their points. The minutes and table shall be promptly notified to the Organisation’s BoA, the Artistic Committee, in which the General Director participates, and to each of the candidates at the email address they have designated for communication purposes. Where the opinion of the Artistic Committee deviates from the final ranking of the Committee, it shall specifically justify the deviation in its assessments which shall be promptly brought to the attention of the Organisation’s BoD.

5. Objections

All candidates are entitled to object to the ranking list within an exclusive deadline of five (5) days from the date following the forwarding of the ranking list to their email address. The BoD will issue a ruling on these objections within an exclusive deadline of seven (7) days from the deadline for lodging objections.

6. Final ranking – selection

The BoA shall finalise the evaluative order of the candidates, accepting all or part of the relevant recommendation from the minutes of the Evaluation Committee and having taken into account the opinion provided to them, where so requested, by the Artistic Committee and the General Director. For this purpose, the BoA reserves the right to recall the top candidates, at its discretion, to provide further clarifications regarding their candidacy. The final decision of the BoA on the ranking of candidates shall be promptly posted on the websites of the Ministry of Culture and Sports and MOMus, and promptly sent to the email address designated by candidates for communication purposes.

The candidate with the highest overall score shall be selected to fill the post of Director of the MOMusExperimental.

5. Appointment of selected candidate

The person selected by the Organisation's BoA shall be appointed as Director of the MOMusExperimental for a four-year term in office which may be renewed for one further term in office. The appointment requires the issuance of a decision by the Minister for Culture and Sports.

On behalf of the Board of Administration of MOMus

The Chairman

Andreas Takis

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