

ANNOUNCEMENT, TERMS AND CONDITIONS OF CALL TO FILL POST OF MANAGING DIRECTOR AT FUNDACIÓN LA LABORAL. CENTRO DE ARTE, CREACIÓN INDUSTRIAL Y PROMOCIÓN CULTURAL

1.- AIM OF CALL

The purpose of this call is to fill the post of Managing Director of Fundación La Laboral. Centro de Arte, Creación Industrial y Promoción Cultural (hereinafter Fundación La Laboral), through the signing of a senior-management employment contract.

Fundación La Laboral is governed by the terms stipulated in its Statutes, as published in the official gazette of the Principality of Asturias on 13 August 2020.

2.- APPLICABLE LEGISLATION

This call shall be governed by the Agreement approving the rules determining the selection process undertaken by public organizations and companies in the Principality of Asturias which operate under private law, dated 27 April 2016; by the Agreement dated 5 March 2021 of the Governing Council which approved the rules for the issue of previous reports as provided for in Articles 28 and 31.4 of the Law of the Principality of Asturias 3/2020, dated 30 December; by the General Budget for 2021; as well as by these terms and conditions, respecting the principles of equality, merit and capacity and the criteria of suitability, guaranteeing disclosure and competition.

3.- BACKGROUND

DESCRIPTION OF LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL

Located in Gijón, Asturias, LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL opened on 30 March 2007, as a platform for research, production, promotion and interpretation of the cultural forms that arise from the creative use of new technologies.

The goal of its transversal and multidisciplinary programming, aimed at all audiences, is the sharing of knowledge. To this end, it offers its various publics different ways of engaging with its distinct lines of work: exhibitions, workshops, educational programmes and activities, such as lectures, symposiums, debates...

LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL offers access to tools and the exchange of learning with the purpose of supporting artists and creators in the development of ambitious

projects in the sphere of the arts, science, technology and industrial creation. It is a production centre for contemporary artworks which shall constitute the heritage of the future.

LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL conceives its strong local roots as a way of encouraging a dynamic relationship between artistic and creative communities in Asturias and the rest of Spain and the world. Since it first opened, the centre has underwritten many agreements and collaborations with public and private organizations from various regions of Spain and Europe with the purpose of expanding its networking to other regions of the world.

Following an initiative of the Government of the Principality of Asturias, LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL was created with a view to strengthening the field of technological culture as part of a strategy seeking to introduce alternative future models for Asturias and to continue advancing in the development of the Knowledge Society. Organically, it is a not-for-profit foundation, made up of corporations, private companies and institutions.

LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL is located in several of the workshops of the former Universidad Laboral, built in the 1950s by the architect Luis Moya, which is today the headquarters of Ciudad de la Cultura, a place where over 5000 people study, work and create.

ART CENTRE ACTIVITIES AND ORGANIZATION CHART

The activities and programming of LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL are primarily focused on four interrelated and integrated areas:

- 1.- Exhibition / Promotion
- 2.- Production / Research
- 3.- Training / Cultural Mediation
- 4.- Communication

At the present moment LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL has a staff of seven people who are responsible for the following functions:

- Assistant to the director
- Head of Exhibitions
- Head of Education
- Head of General Services and Human Resources
- Coordinator of Residences programme
- Two information/mediation officers

At the same time, the centre also has external assistants for the development of the following functions:

- Tax, Accounting and Labour Law services
- FabLAB Asturias
- Maintenance
- Cleaning

FUNDACIÓN LA LABORAL. CENTRO DE ARTE, CREACIÓN INDUSTRIAL Y PROMOCIÓN CULTURAL

Fundación La Laboral is a cultural foundation, declared to be of general interest, which governs the Art Centre. The mission of Fundación La Laboral is defined in Article 6.1 of its Statutes as the "promotion and dissemination of art and industrial creation through the management of LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL".

At the current moment the members of the Board of Fundación La Laboral include representatives of the Department of Culture, Linguistic Policies and Tourism of the Government of the Principality of Asturias, the City Council of Gijón and the Port Authority of Gijón.

According to its Statutes, Fundación La Laboral is governed by a Board, which oversees an Executive Committee and the managing director of the foundation, the post for which this present call has been announced. The director of Fundación La Laboral shall be advised by a Scientific Committee, which may, with the agreement of the director, propose activities to be developed at the centre, as well as possible curators or other persons commissioned to undertake them, under the supervision of the director.

4.- RESPONSIBILITIES OF POST

This call is to fill the post of Managing Director of Fundación La Laboral for a duration of five years, extendable, in the contractual conditions specified in Section 12 of this call.

The successful candidate for the post will be responsible for the duties incumbent on the management and direction of the foundation, subordinated only to the decisions taken by the foundation's governing bodies (Board and Executive Committee), with the advice of the Scientific Committee and the support of the foundation's staff and in conjunction with the different external companies which have been commissioned with certain services necessary for the ordinary functioning of LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL and of Fundación La Laboral.

The duties of the managing director are:

- To manage Fundación La Laboral, executing the agreements adopted by the foundation's Board and Executive Committee. In this regard, these duties include:
 - o Management and coordination of the centre's staff
 - o Management and coordination of Fundación La Laboral services
 - o To act as the contracting authority, within the limits established by the board of Fundación La Laboral
 - o Preparation of the centre's annual income and expenditure budget, using both public and private funding.
 - o To assist in raising funds, in coordination with the Board, to contribute to the economic sustainability of the centre's activities by means of administrating national, European and international support and through sponsorships and patronage from other public or private institutions.
- To act as artistic director of Fundación La Laboral, undertaking the following duties:
 - o To propose to the Board the actions to be undertaken in this field.
 - o To lead the development of a theoretical discourse within the framework of the LABoral project, defining its conceptual lines through the activities of LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL.
 - o To explore and encourage new forms of research and artistic production.
 - o To develop the strategy for programming and creation of audiences in the centre's different areas.
 - o To prepare and propose the annual programme of activities for the centre's different areas: exhibitions, production and research residences, education and public programme.
 - o To prepare and coordinate the centre's communication and promotion strategy.
 - o To foster and establish cooperation and exchange with other local, national and international cultural, educational and scientific bodies and institutions and to build collaborative networks or programmes that will enable cooperation and implementation of projects. Special attention shall be paid to strengthening the centre's relationship with the artistic and cultural sector in Asturias.

5.- ADVERTISING

This call shall be announced on the website for transparency of the Principality of Asturias, in Trabajastur (www.asturias.es/trabajastur), the webpage of Fundación La Laboral (www.laboralcentrodearte.org), and also in publications and journals specialized in culture and in national and international websites dedicated to the art world, which shall be detailed in the webpage of Fundación La Laboral (www.laboralcentrodearte.org).

All further announcements and information regarding the filling of the post shall be published on the webpage of Fundación La Laboral (www.laboralcentrodearte.org).

6.- REQUIREMENTS

All candidates to fill the post announced in this call must meet the following requirements:

- a) Be in possession of the faculty to contract the provision of work in accordance with Article 7 of the Statute of Workers and to be under the age of 65 years.
- b) Not to suffer illness or physical and mental limitations that may impede the normal performance of the tasks and functions of the post.
- c) Not to be dismissed for service by public state, regional, local or institutional organizations, nor to be declared ineligible for the exercise of public functions.
- d) Hold a university degree associated with the field of the management of cultural projects and contemporary art practices.
- e) Certified experience of a minimum of 5 years in at least one of the following fields:
 - Contemporary art practices.
 - Management of cultural projects, participation in local, national or international cultural cooperation and communication networks.
 - Economic management and fund raising for cultural projects.

In addition, familiarity with the current art world in Asturias shall also be taken into consideration.

- f) Fluency in written and spoken English and Spanish, to be certified by the presentation of C1 certificate, according to the Common European Framework of Reference for Languages (CEFR). In their absence, this requirement shall be ascertained in the personal interview.

7.- APPLICATIONS

Applications must be received before 27 December 2021, by sending the following documentation, preferably in one single PDF document by email to: secretario@laboralcentrodearte.org or by certified mail to the postal address:

LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL
Los Prados 121
33203 Gijón – Asturias – Spain

- Candidate's résumé
- Consent clause with regard to protection of personal data, in accordance with the model in Annex I of these terms and conditions.
- Employment record updated to the application date.
- Declaration stating the candidate has not been dismissed for service by public state, regional, local or institutional organizations, nor has been declared ineligible for the exercise of public functions.

Candidates may be asked at any time to provide original documents certifying the fulfilment of the above requirements. In any case, these documents shall be required prior to contracting the chosen candidate.

In the event of non-compliance with the requirements or having observed inaccuracies or falsehoods in the documentation submitted, the presentation of application or the passing of successive phases shall not confer the candidate with any rights.

8.- SELECTION PROCESS

The selection process will be carried out by a jury consisting of the following members:

- Two members of the Board of Fundación La Laboral.
- Three members of the Scientific Committee of Fundación La Laboral.
- One external member from the field of art and culture, with experience in art management in a cultural institution related with the goals and purposes of LABORAL CENTRO DE ARTE Y CREACIÓN INDUSTRIAL. This person shall be appointed by the Board of Fundación Laboral following a proposal by the Scientific Committee.

The names of the jury members shall be published prior to the beginning of the selection process, which shall consist of the following phases:

Once compliance with the minimum requirements has been demonstrated, the selection shall comprise three phases. The maximum score shall be 88 points, the result of the sum of the three phases.

Phase 1 shall consist of the evaluation of the claimed merits of the candidates. The 15 candidates with the top scores in Phase 1 shall pass to Phase 2.

Maximum score in Phase 1: 38 points.

Phase 2 shall consist of the presentation of a written project: 30 points.

The fifteen (15) candidates selected for Phase 2 shall have a period of 20 calendar days from the publication of the results of Phase 1 in which to present the project as stipulated in Section 11 of these terms and conditions.

Maximum score in Phase 2: 30 points. To pass this phase, the candidate must obtain at least 15 points.

The five candidates who have obtained the highest scores in the first two phases shall be invited to Phase 3.

Phase 3 shall consist of an interview to defend the project presented to the Evaluation Committee.

The maximum score in Phase 3 shall be 20 points.

9.- PHASE 1. EVALUATION OF MERITS. MAXIMUM SCORE 38 POINTS

Candidates who demonstrate compliance with the requirements specified in Section 6 of these terms and conditions shall be evaluated for their merits above the minimum requirements, in accordance with the details described in the standardized CV form, based on the scale detailed below, awarding, from the 38 points possible, a maximum of 8 points for Education and Training and 30 for Experience.

9.1 EDUCATION/TRAINING

Evaluation of additional degrees and titles related with the post		
Scoring of evaluation of degrees in Arts and Humanities or cultural management, graded on how well they meet the profile for the post	Minimum score for each degree	0.5 points
	Maximum score for each degree	1 point
	Maximum possible score in this section	2 points
Evaluation of Masters and postgraduate education		

Scoring of evaluations, graded on how well they meet the profile for the post	Minimum score for each MA or postgraduate degree in the Arts and Humanities	0.2 points
	Maximum score for each MA or postgraduate degree in the Arts and Humanities	0.8 points
	Maximum possible score in this section	2 points

Evaluation of other languages		
Scoring of evaluations		
	Other languages: Level B2 or higher; or proven equivalent competence	0.5 points up to max. of 2 points
	Maximum possible score in this section	2 points

Publications		
Scoring of evaluations	0.1 points	Max. 2 points

9.2 EXPERIENCE

Evaluation of professional experience		
Evaluation criteria	<p><i>Exclusively evaluating experience superior to the requirements described in Section 6.e</i></p> <ul style="list-style-type: none"> - <i>In the field of contemporary art practices</i> - <i>In the management of cultural projects, participation in local, national or international cultural and communication networks.</i> - <i>In financial management and fund raising for cultural projects.</i> <p><i>Therefore, points will be assigned to experience of over 5 years in at least one of the fields and the experience in one of the other two.</i></p> <p><i>In addition, points will be assigned to the level of knowledge of the current art scene in Asturias.</i></p>	
	Scoring of evaluations	<p>Maximum possible score in this section</p> <p>30 points</p>

10.- PHASE 2. PRESENTATION OF WRITTEN PROJECT. MAXIMUM SCORE 30 POINTS

The 15 candidates with the top scores in the previous phase shall be asked to present a project. Candidates chosen for Phase 2 shall prepare and present a project, to be sent to the following email address: secretario@laboralcentrodearte.org. The project shall consist of an analysis of the duties of the post and proposals for improvement, based on the functions and responsibilities specified in the definition of the post, as well as the competences, structure and goals of the foundation in the framework of the public sector. The project must also propose specific goals and actions in the area of the contents and artistic direction of the art centre.

The written project shall have a maximum of 15 pages (font Arial 12; spacing 1.5; and top, bottom, right and left margins 3 cm).

Candidates shall have 20 calendar days to present the project following the publication of the results of Phase 2 on the foundation's webpage (www.laboralcentrodearte.org). Candidates who pass this phase shall be provided information on the budget and funding of LABORAL CENTRO DE ARTE Y

CREACIÓN INDUSTRIAL. Following this deadline, candidates will be given an appointment to present and defend their project and an interview with the Evaluation Committee.

Evaluation criteria:

- Structure, clarity and coherence of Project. Maximum: 9 points
- Proposals and approaches in the management of Fundación La Laboral. Maximum: 9 points
- Situation and framework for action of Fundación La Laboral in the context of the autonomous region. Maximum: 4 points
- Clarity in the written presentation. Maximum: 4 points
- Knowledge of the cultural context of Asturias and the development of programmes in this regard. Maximum: 4 points

To pass this phase, candidates must score a minimum of 15 points.

11.- PHASE 3. INTERVIEW TO DEFEND PROJECT PRESENTED. MAXIMUM SCORE 20 POINTS

The interview shall be individual and competency-based.

Evaluation criteria: professional career, skills related with the post, motivation and interest, defence of project, capacity to resolve doubts and questions posed. In addition, the committee shall also evaluate the level of knowledge of the current art scene in Asturias.

The evaluation of Phase 3 shall be properly justified in line with the criteria detailed above.

A maximum of five candidates will be selected in this phase provided they have been awarded a minimum of 10 points.

At the conclusion of Phase 3, a list shall be sent to the Executive Committee with all the candidates who have passed this final phase, in order of scoring, after which the committee shall make its proposal to fill the post to the Board.

12.- CONTRACT AND REMUNERATION

The chosen candidate shall be offered a senior management employment contract with a duration of five years, extendable. The working relationship shall be governed by the stipulations detailed in the contract; by Royal Decree 1382/1985, dated 1 August, which governs the working relationship for senior management; and by applicable labour law regulations.

- Workplace: Gijón
- Gross annual salary: €56,127 divided into 14 payments
- Trial period: 9 months

In each one of the following years, the total remuneration shall have an annual increase approved for senior management in line with the increases anticipated each year in the General Budget of the Government of the Principality of Asturias.

In the event that the chosen candidate declines the post or if the chosen candidate's contract is terminated during or on the conclusion of the trial period, the post shall be offered to the following candidate with the highest score in the selection process.

13.-INCIDENTS AND COMPLAINTS

The Evaluation Committee is authorized to resolve any doubts that may arise and to take the decisions necessary for the proper functioning of the selection process in any aspect not foreseen in these terms and conditions.

Once the selection period has concluded, candidates have a period of 10 days in which to present, in writing, any allegations, suggestions, complaints and petitions for review of the points awarded by the Evaluation Committee, or any other circumstance related to the selection process.

Oviedo, 17 November 2021

PRESIDENT OF THE BOARD
FUNDACIÓN LA LABORAL. CENTRO DE ARTE, CREACIÓN INDUSTRIAL Y PROMOCIÓN
CULTURAL



Berta Piñán Suárez

