

SUBJECT: Call for expressions of interest to fill the post of Museum of Modern Art-Costakis Collection 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 on the "Establishment of the Metropolitan Organisation of Museums of Visual Arts of Thessaloniki and other provisions" (Government Gazette 188, Series I).
2. The need to appoint the Director of the Museum of Modern Art 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 Museum of Modern Art-Costakis Collection which operates as a separate unit at the level of Division 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 Director is head of the Modern Art Division of MOMus. He/she is responsible for refining and promoting his/her vision and tone and approach of the Museum of Modern Art (hereafter MOMusModern). This mission is performed by the Director of the MOMusModern by managing and enriching collections, planning and implementing exhibitions, educational and research programmes or other related actions, and by attracting resources from public and private sources to ensure the sustainability of the operation of the MOMusModern and their further development, in cooperation with the

Board of Administration (hereafter BoA), the General Director and the Artistic Committee of MOMus.

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

a. He/she ensures the preservation, study, showcasing and promotion of the mostly visual art achievements of modern art movement and, in particular, the international importance of the Costakis collection which features works of the Russian Avant-Garde (1900-1930), as well as works by Greek and foreign artists which are part of the modern art movement.

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

c. He/she directs and coordinates the operation of the Museum's Departments, puts well-documented recommendations to the General Director about the Division'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 budget for the Division's exhibitions and training and scientific programmes.

d. He/she prepares and makes recommendations to the General Director in order to be incorporated into the plan submitted for approval to the BoA, the budget and report of the Division and inform him in good time about expenditure and revenues generated by extraordinary management of the collections.

e. He/she assigns the task of curating exhibitions featuring works from the Division's collection to the Division'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.

f. He/he makes recommendations to the General Director about the Division's participation in financed programmes, to enrich collections and archival materials, and to replace and improve equipment and library, and to promote and monitor communication and collaboration with other similar institutions in Greece or abroad.

g. He/she makes recommendations to the General Director on any issue relating to the Museum's scientific, administrative and auxiliary staff.

h. 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 Division's Departments.

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

- a) safeguard and maintain collections and archives in accordance with the most modern and effective museum specifications;
- b) archive and scientifically document the collections using electronic means;
- c) permanently display of part of the collections;
- d) organise periodic exhibitions on its own or in conjunction with acclaimed museums in Greece and abroad;
- e) bolster the mobility of collections by lending works to museums and exhibition spaces which meet the necessary museum specifications;
- f) collaborate with the Organisation's education curators and museologists to prepare and implement training courses for all social groups and to produce educational materials and electronic materials in cooperation with them;
- g) produce scholarly publications, whether printed or electronic;
- h) organise parallel events, cinema screenings, theatrical performances, concerts and other multi-artistic tributes;
- i) enlarge the audience and foster research and scientific utilisation of the Kostakis collection and archives and other collections and archives by collaborating with universities and research centres in Greece and abroad, publish studies and organising lectures and conferences;
- j) collect artistic archives and all kinds of evidence relating to the history of modern art, the Russian Avant-Garde and the historical Avant-Garde movements of the 20th century;
- k) all other related activities.

In general, the Director is expected to utilise his/her position to promote an expanded view of what a modern museum can do to safeguard, utilise, interpret and promote the art of the Russian Avant-Garde and modernism, in other words a view in which the

MOMusModern 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 s/he 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 MOMusModern. In particular:

2. Candidates must definitely have the following minimum qualifications:

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 or cultural management or museology. If the aforementioned degrees were obtained outside of Greece, then they must be recognised by the Hellenic NARIC as being equivalent to those degrees awarded in Greece.

c) at least 5 years of proven professional and research experience on issues of art and museum policy at a Museum of Modern Art or other related scientific or research centre on the art of modernism and/or art in general or in the context of an independent professional activity or a combination thereof. The existence of the qualifications referred

to in this paragraph shall be confirmed by payslips/invoices/receipts, contracts, past service certificates, etc.

d) very good command of Greek, English and at least one more language, which knowledge of Russian will be viewed particularly favourably. 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, 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 process, the following qualifications are taken into account in favour of the candidate.*

a) Publications of scholarly papers and articles and participations in scholarly conferences on issues of history and theory of modernism, with a preference for special knowledge of Russian Avant-Garde, and in general on issues of history and theory of art, or cultural or artistic policy, or cultural or visual management or museology. 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 modern 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 Museum, 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 Greece and abroad.

f) Proven knowledge of the history of the Russian Avant-Garde.

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. The appointed director will, following the end of his/her tenure, automatically return the established position s/he held before his/her appointment, which will 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 judgment 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. The person appointed to the post of Director of the MOMusModern 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 Museum, 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 MOMusModern is appointed.

IV. Submission of Candidacy Application-Accompanying Documents

1. Persons interesting in participating in the selection procedure for the Director of the Museum of Modern Art 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, scientific, 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 MOMusModern Art. It should refer to the context, conditions, expected results of the strategy which he/she proposes the MOMusModern 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. 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 MOMusModern 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, s/he will bear full liability, whether criminal or other, for the false statement.

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 and accompanying documents must be submitted by email in .pdf format to the email address info@momus.gr with a reference number 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 Museum of Modern Art.

V. Publication of the call

- The Call will be posted on the websites of the Ministry of Culture 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 MOMusModern 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 Museum of Modern Art, 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 Board of Directors comprised of persons of recognised repute in the history of modern 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) Scientific work in the fields specified in term II(3) hereof on issues related to the subject matter of the post advertised, up to 40 points each in the case of articles and up to 120 points each in the case of monographs (specialised scholarly or research work, in-depth study which examines in depth an issue in a comprehensive and fully exhaustive manner). 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 knowledge of each language with 60 points and 90 points for Russian,
- very good knowledge, 40 points and 60 points for Russian;
- good knowledge with 20 points and 30 points for Russian.

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 status receives up to 30 points each.

bc) Assistance in the curation of exhibitions at museums or cultural organisations of national or international status 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 MOMusModern 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 MOMusModern. 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 MOMusModern 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 Evaluation Committee, it shall specifically justify the deviation in its assessments which shall be promptly brought to the attention of the Organisation's BoA.

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 BoA 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 MOMusModern.

5. Appointment of selected candidate

The person selected by the Organisation's BoA shall be appointed as Director of the MOMusModern 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 Sportss.

On behalf of the Board of Administration of MOMus

The Chairman

Andreas Takis

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