

## The process to select the person who will head the Museo Reina Sofía is announced

- The resolution, published today in the Spanish Official State Gazette (BOE), specifies the requirements that candidates must meet as well as the assessments and stages involved in the process.
- An International Committee of Experts and Professionals, the members of which will be announced in the coming days, will be created to help with candidate selection.

Today, Friday, 10 February, the Spanish Official State Gazette (BOE) has published the announcement of the selection process for the position of Director of the Museo Nacional Centro de Arte Reina Sofía. The procedure is designed to guarantee transparency and competition, aligning with principles of merit and ability as well as suitability criteria while ensuring the participation of the museum's Royal Board of Trustees. The process also includes guidance from a committee of experts and professionals from the world of culture and cultural management.

### International Committee of Experts and Professionals. Election and role

The selection process announced today involves guidance by a **five-member** International Committee of Experts and Professionals drawn from the world of culture and cultural management.

To **choose** the members of this committee, the **Management Committee** (composed of five members of the Board of Trustees and a secretary, this committee was appointed by unanimous agreement during the plenary session of the museum's Board of Trustees at its 28 November 2022 meeting chaired by Beatriz Corredor, Vice President of the Board) will submit **to the Board of Trustees' Standing Committee** a proposal with an international scope, duly justified for its approval and subsequent public communication on the museum's website, of the number, identity and professional background of the members of the Committee of Experts.

This committee, which will be announced in the next few days following its appointment, is responsible for evaluating the applications and the documentation submitted, as well as conducting personal interviews, and may hold meetings, adopt resolutions and take minutes, with the actions the committee takes always decided by consensus.

### About the selection process

The Spanish Official State Gazette lists the **requirements that candidates must meet** to be admitted to the selection process, in terms of nationality, qualifications and at least ten years of professional experience, and how to accredit each of them; it also specifies the deadline for submitting applications: thirty business days from the day following the date of publication.

As stipulated in the announcement, the curriculum vitae, cover letters, degrees and official certificates of specialised training; publications, research, and official recognition; as well as the project that each

candidate proposes to develop as the head of the museum for the next five years, among other merits, will be assessed. This project should include the priority lines of action; objectives and programming; short-, medium- and long-term needs; along with a proposal of programme of how to achieve these goals and a specific reference to the associated budget of expected expenses and earnings.

### **Three phases**

The selection process will be conducted in three stages. The first involves verifying **compliance with the requirements to participate in the process**, a task that the Management Committee handles; the committee is also responsible for notifying each participant of the duly justified admission or exclusion agreement and for communicating the list of candidates admitted and excluded in this phase to the International Committee of Experts and Professionals.

This committee of experts is tasked with completing the second phase of the process, which includes **evaluating the merits and the projects submitted**. The call for applications specifies that the maximum score that may be awarded to each participant during this phase is 80 points: up to a maximum of 50 for the evaluation of the CV (experience and training) and 30 for the evaluation of the museum management project; each of the aspects that will be evaluated and their score is described in detail. The International Committee of Experts and Professionals will draw up a list of candidates in order from highest to lowest score obtained, which it will then submit to the Management Committee.

The five participants with the highest scores will pass to the third phase of the selection process and will be **interviewed by the International Committee of Experts and Professionals**, which will evaluate —as stated in the call for applications—how well suited the candidate is to the characteristics of the position and the presentation of the management project presented: leadership capacity and the presentation of the strategies, policies and programmes that will make it possible to achieve the proposed objectives. At the end of this phase, the Committee of Experts will submit the list of the scores awarded to the five candidates, in order from highest to lowest, to the Board of Trustees' Management Committee. The latter will submit the names of the three participants with the highest scores to a plenary session of the Royal Board of Trustees.

Finally, the **plenary session of the Board of Trustees will submit the list of three candidates to the Minister of Culture and Sports**, who will in turn submit **their proposal for director to the Council of Ministers** so that the **appointment of the new director can be made by Royal Decree**.

Madrid 10 February 2023

### **Relevant links**

[Resolution of 8 February 2023, of the Chair of the Management Committee of the Museo Nacional Centro de Arte Reina Sofía, which publishes the approved terms and conditions and announces a selection process for the position of director of the Museo Nacional Centro de Arte Reina Sofía..](#)

[Law 34/2011, of 4 October 2011, regulating the Museo Nacional Centro de Arte Reina Sofía](#)

[Royal Decree 188/2013, of 15 March, approving the Bylaws of the Museo Nacional Centro de Arte Reina Sofía](#)

[Royal Decree 933/2013, of 29 November, amending the Bylaws of the Museo Nacional Centro de Arte Reina Sofía](#)



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