

**SUBJECT: Call of interest for the position of Director of the Thessaloniki Museum of Photography forming part of 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 a Director for the Thessaloniki Museum of Photography (TMP) for a four-year tenure, in implementation of Article 14 of Law 4572/2018

**hereby launches**

**an international open call for expressions of interest**

in the position of Director of the Thessaloniki Museum of Photography, which operates as an individual unit – at the Directorate level – of the public legal entity (legal entity governed by private law) registered as the Metropolitan Organisation of Museums of Visual Arts of Thessaloniki (MOMus), which is supervised by the Ministry of Culture and Sports.

**I. Job description**

- 1.** The Director is the head of the Photography Directorate (TMP) at MOMus. She/He is responsible for specifying and promoting MOMus' vision and mission, which are the factors

that shape its unique identity. The above are implemented by managing and enriching collections, by scheduling, planning and implementing exhibitions, educational and research programmes or other similar actions, as well as by raising funds from public and private sources in order to ensure the sustainable operation of the TMP and its further growth, in collaboration with the Organisation's Board of Directors, the General Director and MOMus' Artistic Committee, under the supervision of the five-member Ephorate of the Photography Directorate.

**2.** In particular, for the purpose of fulfilling his/her mission, the TMP Director is granted the following powers under the law:

a. S/he directs all TMP departments, schedules, plans, supervises and coordinates their operation, and ensures the implementation of decisions made by the Board of Administration (BoA), as well as the implementation of the relevant laws and internal rules of procedure.

b. S/he collaborates and consults with the relevant five-member advisory Ephorate supervising, monitoring and evaluating the operation of the museum, for the purpose of specifying the objectives of the TMP in regard to scheduled exhibitions and educational actions, and also in regard to matters pertaining to the budgets of the departments.

c. S/he schedules and plans, with the assistance of the responsible curators, museologists, museum educators and staff, and submits documented proposals to the General Director on the scheduling of exhibitions and educational actions, as well as on the Directorate's plans, in line with MOMus' objectives and policy.

d. S/he draws up and submits the budget and annual report of the Directorate to the General Director, so that they may be incorporated in the plan that is to be submitted for approval to the BoA, and notifies the General Director in due time about the expenses and revenues from the management of the museum's collections.

e. S/he manages the budget approved by the BoA for exhibitions, educational and scientific programmes, as well as the operating expenses of the Directorate, and is also responsible for making the relevant expenses up to the amount authorised by decision of the BoA.

f. S/he assigns the artistic curation of exhibitions using works from the Directorate's

collections to curators working inside or outside the Directorate; however, s/he is ultimately responsible before the BoA for the successful planning and implementation of these exhibitions.

g. S/he coordinates the organisation of the Photography Biennial and submits a documented proposal to the General Director on methods to ensure the most effective implementation possible.

h. S/he proposes that the Directorate participate in funded programmes, that it enrich the collection and archives, and also that it replace and improve its equipment and library.

i. S/he promotes and monitors communication and collaboration with other similar institutions in Greece or abroad.

j. S/he submits proposals to the BoA on enriching the collections of the TMP through purchases and, mainly, through the acceptance of donations, subsidies, inheritances, bequests and assignments.

k. S/he brings forward any issue concerning the scientific, administrative and auxiliary staff of the Museum to the BoA.

l. S/he exercises any additional responsibilities that may be assigned by the BoA, as well as any responsibilities connected to the operation of the Directorate's departments.

**3.** In any case, the TMP Director must ensure and work towards:

a. the promotion of the history and art of photography in Greece;

b. strengthening ties between the TMP and the domestic and international artistic photography community, the main aim being to attract and highlight new artists, and to promote the contemporary Greek art of photography in Greece and abroad;

c. achieving audience expansion, placing particular emphasis on young people and generally on citizen groups with limited access to the contemporary art of photography, the creation of cooperation networks with similar institutions and cultural and/or educational organisations in Greece, Europe and beyond;

d. shaping and establishing the identity of the TMP in relation to the city of Thessaloniki and promoting its pervasive presence in the everyday lives of citizens, especially young people.

Generally, in this capacity the Director is expected to promote a broader perception of contemporary museums of photography, i.e. a perception of the TMP as a museum that is

open to society and to difference, capable of staying in touch with the spirit of our time, a museum that advocates interdisciplinarity, inclusion, intervention in the public sphere and osmosis of the arts, and demonstrates morphological, expressive and perceptual versatility in its choices, without being fixated on the conventional boundaries between the arts and other typological, theoretical or ideological prohibitions.

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

## **II. Right to participation-Special qualifications**

**1.** Any person who meets the qualifications required by the law, as well as the other requirements set out in this decision shall have the right to participate in the tender process to fill the position of Director of the TMP. In particular:

**2.** Candidates must definitely meet the following minimum qualifications:

### *Formal qualifications:*

- a. a higher education degree;
- b. a PhD or master's degree (MA) in a field related to the responsibilities of the position that is to be filled, especially in the history or theory of photography or art, or in aesthetics, cultural history or the art of photography;
- c. at least five years of proven prior experience or experience in the maintenance, classification, documentation, study, research and promotion of photography at a photography museum, a scientific or research centre, or other similar institutions in the field of photography;
- d. very good command of Greek, English and at least one more language.

If the degrees under 2(a) and (b) were obtained outside of Greece, then they must be

recognised by Hellenic NARIC as being equivalent to those degrees awarded in Greece. The qualifications under 2(c) can be proven through the submission of payslips, contracts, certificates of prior experience, etc. As regards the certification of the qualifications under 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.*

*Substantive qualifications:*

(a) Published papers and articles, as well as participations in scholarly conferences on the history and theory of photography, primarily, and generally on the subjects of art history and theory, cultural or artistic policy, cultural or artistic 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 work experience in organising photography or art exhibitions in general, which formulate a new example of a museological approach and audience expansion.

(c) Proven communication skills and a spirit of cooperation, as well as general experience in working effectively as part of a team.

(d) Proven competence in managing projects and actions from a position of responsibility, and especially competence in inspiring co-workers and in taking optimal advantage of and coordinating their creative skills in the spirit of resilient leadership. Particular emphasis will be placed on whether a candidate's management skills were acquired within an organisation dedicated specifically to the art of photography or, at least, to art and culture in general.

(e) Proven competence in planning innovative strategies for implementing and promoting exhibition, educational, research and other interdisciplinary actions of the Museum, by taking advantage of contemporary theoretical perceptions and technological tools, with the aim of strengthening the formative and interventional role of the Museum in the public sphere and in the everyday lives of citizens.

(f) Proven experience in synergies with domestic and foreign organisations for the purpose

of disseminating cultural products in Greece and abroad.

(g) Proven knowledge of the history of Greek artistic photography and art in Greece and abroad.

The substantive qualifications under 3(b) to (g) can initially be proven in any way deemed expedient by the candidate, and the applicability thereof will be assessed and graded based on the submitted motivation letter/proposal and, above all, by the candidate's presentation during the interview.

**4.** Candidates for this position may be permanent civil servants working for the State or for legal entities governed by public law, or employees working in the broader public sector, on condition that they meet the qualifications set out in the first paragraph. Their time of service in this position will count as actual service in their established position for all subsequent effects. 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 apply on the deadline for submission of candidacy applications.

### **III. Impediments-Incompatibility-Conflict of Interests**

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

a. Those who have been convicted by a domestic or foreign court of a crime or have been sentenced for theft, embezzlement, misappropriation, fraud, blackmail, forgery, breach of trust, bribery, oppression, conflict of interest in public office, breach of official duty, repeat defamation, and for any crimes against sexual freedom or crimes of financial exploitation of sexual life.

b. Individuals awaiting trial after having been indicted for a felony or misdemeanour in the above cases, even if the statute of limitations has expired.

c. Individuals who have been deprived of their civil rights due to a conviction and for however long this deprivation of rights lasts.

- d. Any persons who have been dismissed from a civil service or local government organisation position or from a position at any other legal entity 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.
- e. Employees of civil services, local government organisations or other legal entities governed by public law who are currently serving a trial period or are on suspension or holiday, or on whom a disciplinary penalty has been imposed under a final judgment in the form of a fine exceeding four (4) months of earnings for any disciplinary offence until the penalty is extinguished, in accordance with Article 145 of the Civil Servants' Code.
- f. Any persons who are under legal guardianship (full or partial) or under curatorship (full or partial).
- g. 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 ff. of Law 4622/2019 (133, Series I) apply accordingly in regard to the capacities that are incompatible with the exercise of the responsibilities of the position in question, and also in regard to issues of conflict of interest, and it is expressly stated that the individual that is to be appointed to the position of Director of the TMP is prohibited – during his/her tenure – from exercising any kind of professional activity in the private sector, which is similar or related to the Museum's activities, as well as any private-interest activity, given that such activities may affect the impartial and objective exercise of his/her duties.

**3.** The impediments, incompatibility and reasons for conflict of interest set out in the above paragraphs should not apply at any stage of the process, or at the time of appointment of the selected Director of the TMP.

#### **IV. Submission of Candidacy Application-Accompanying Documents**

**1.** Parties interested in participating in the procedure for selection of the Director of the TMP must submit their candidacy applications online at the latest by 24<sup>th</sup> August 2020 at 23:59:59.

**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. The above information must be presented by making explicit reference to the formal and substantive qualifications and other evaluation criteria stated under section II., paragraphs 2 and 3 of this call for expressions of interest, and must cite the exact title of the degree or certificate, as it is stated in the body of said degree/certificate, as well as the date and issuing authority or organisation. In cases of scholarly or artistic papers, publications or participations in scientific conferences, the relevant publication data must be clearly cited, in accordance with common academic standards. Lastly, as regards the holding of exhibitions or other artistic events, or participation in such events, candidates must precisely state the type of event, the organisation responsible for holding the event, as well as the place and time, and the candidate's participation, as it appears in the relevant catalogue or programme.

**b. Proposal-Motivation Letter**

The motivation letter must summarise the candidate's vision for the TMP. It must refer to the framework, conditions and expected results of the strategy proposed by the candidate for the TMP under his/her direction, and provide a roadmap for the realisation of this vision throughout his/her tenure. Candidates are expected to have formed an initial picture of the legal and financial reality 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** stating that none of the impediments, incompatibilities and grounds for conflict of interest stated herein apply to the candidate.

In order to ensure that their applications are valid, candidates are **not required** to attach or produce degrees, certificates or other official documents or proof of their qualifications or that they meet any other selection criterion set out in this call for expressions of interest. 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 of 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 the evaluation of 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 candidate that is to be selected to fill the position of Director of the TMP will be required to produce the degrees certifying that the candidate has the necessary qualifications or meets other criteria set out in this call for expressions of interest within a reasonable time period, as part of the procedure described herein so that s/he may be recommended for appointment by MOMus' BoD to the Minister for Culture and Sports. The relevant degrees or other documents must be submitted in Greek in the form of certified copies. By decision of the BoD, the selected candidate may be given an exclusive deadline for the submission of the necessary degrees and proof.

Should the candidate fail to submit – in due time – the degrees or other documents stated in his/her curriculum vitae certifying his/her qualifications and that s/he meets any other criteria set out in this call, which were taken into account during his/her evaluation, then the position of the selected candidate will be filled by the next-ranking candidate. 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 his/her possession the official degree or certificate certifying that s/he has a qualification or meets 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 s/he has already obtained and has cited in his/her 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 s/he has 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 as follows:

via email in pdf format to the following email address [info@momus.gr](mailto:info@momus.gr) with receipt of a registration number. The following must be stated in the subject line:

*Application for participation in the open call for expressions of interest in the position of Director of the TMP.*

## **V. Publication of the call**

The Call will be posted on the website of MOMus ([www.momus.gr](http://www.momus.gr)). Also, a summary of the call for expressions of interest will be published in two Greek newspapers with nationwide circulation, and will also be posted on at least two international websites related to photography and/or art in general.

## **VI. Selection Process**

The Director of Photography will be selected following an open call for expressions of interest and evaluation of the candidates by MOMus' BoA, and will be appointed by decision of the Minister for Culture and Sports. If it is deemed necessary by the BoA, the Artistic Committee and the General Director may jointly issue an opinion on the selection of the Director of Photography after interviewing the candidates.

*1. Formation of an Evaluation Committee – processing of candidate files*

For the purpose of processing the applications that are to be submitted and in order for the BoA to assist in their evaluation in accordance with this document, a five-member Evaluation Committee is to be formed by decision of the BoA, consisting of persons of recognised standing in the field of Artistic Photography, and generally in the fields of Culture and Fine Arts, university faculty members or professors emeriti, directors of domestic museums or cultural organisations supervised by the Ministry of Culture and Sports. Members of MOMus' TMP Ephorate can also be appointed as members of the above Committee. 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 files at a meeting convened by its Chairman and will start by examining the admissibility of candidate applications and making relevant recommendations to the BoA.

Late applications or applications that are not accompanied by some of the necessary documents stated above under section IV., para. 2(a) to (c) of this call for expressions of interest, as well as any candidacies that fail to meet the necessary conditions, as described under section II., para. 2(a) to (d) of this call will be rejected and excluded from the next stage of the process by decision of the BoA. The Committee will prepare a report including a list of the candidates who have advanced to the next stage and a list of the candidates who have been rejected on the above grounds, providing brief justification in the latter case, which it will notify – without delay – to the BoA and to the candidates, insofar as they are concerned, to the email addresses they have provided.

Within an exclusive deadline of fifteen (15) days from the notification of the above report to the BoA of MOMus and to the candidates, rejected candidates may lodge an objection to their exclusion by the Evaluation Committee. The BoA of MOMus will issue a final decision on these objections within ten (10) days from their submission at the latest.

The files of candidates who have advanced to the next stage of the process are made available by the Evaluation Committee to the TMP Ephorate, as well as to the Artistic Committee and 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. 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) A master's degree in a field related to the duties of the position in question (see above under section II. 2b), with a duration of study of at least one year, receives 150 points, while other master's 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 of this document, on subjects related to the field of the position in question, receive up to 40 points each, provided they are articles, and up to 120 points each in cases of scholarly monographs.

af) Proven participations in scientific conferences on subjects related to the field of the position in question 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) Knowledge of foreign languages, which is certified by a degree/certificate, receives up to 180 points in total, 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 time of service or employment longer than six months shall count as a full year.

### *3. Interview process*

Subsequently, candidates are interviewed based on the following process:

a. Candidates are invited to appear before the Evaluation Committee on a date and at a time to be determined by the Chairman of the Committee.

B. the interviews may be attended by all members of the BoA, the TMP Ephorate, the Artistic Committee or TMP staff, and each member will have the right to pose a question.

c. As part of the interview, candidates will be given the opportunity to present their vision and proposals for the development of the TMP. Candidates may also use audiovisual tools for this presentation. This will be followed by a discussion under the direction of the Chairman on issues related to the scope and powers of the position in question, in order for the Committee to form an opinion on the personality, competence and suitability of the candidates to exercise the duties that come with the position of Director of the TMP as the governing body, to evaluate their administrative skills in terms of planning, coordinating, taking initiatives, making effective decisions and managing crises, as well as their very good command of the language based on the evaluation criteria set out under section II.,

paragraphs 2 and 3 of this call for expressions of interest. 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 interview points allocated to each candidate result from the average of the points granted by the members of the Evaluation Committee, who must briefly justify their grade. This justification will be included in the above minutes.

#### *4. Completion of the evaluation and temporary ranking*

a. The Committee will then proceed to calculate the overall results of the point system as follows:

each criteria group by candidate is multiplied by the corresponding weighting coefficient in order to extract 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 extracted by rounding to the two (2) nearest decimal places.

b. Lastly, the Evaluation Committee draws up a report on the final result of the point 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 report and list are immediately notified to MOMus' BoA, to the TMP Ephorate, to the Artistic Committee, which also includes the General Director as a member, and to each of the candidates, to the contact email addresses provided by them. If the opinion of the TMP Ephorate or Artistic Committee deviates from the Committee's final ranking, then the former must provide specific justification for this divergence and must immediately bring this justification to the attention of MOMus' BoA.

### *5. Objections*

All candidates are entitled to object to the ranking list within an exclusive deadline of fifteen (15) days from the date following the forwarding of the ranking list to their email address and to that of MOMus and the TMP. The BoA will issue a ruling on these objections within an exclusive deadline of ten (10) days from the deadline for lodging objections.

### *6. Final ranking – selection*

The BoD will finalise the ranking of candidates by accepting all or part of the relevant proposal of the Evaluation Committee included in the report, and having taken into account the opinion provided by the TMP Ephorate and, if requested, by the Artistic Committee with the participation of the General Director. In the event that an opinion deviates from the Committee's proposal, 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 regarding the ranking of candidates will be posted without delay on the websites of the Hellenic Ministry of Culture and Sports, MOMus and the TMP, and will be immediately forwarded to the contact email addresses provided by the candidates. The candidate having received the highest overall grade will be selected to fill the position of Director of the TMP.

## **5. Appointment of selected candidate**

The candidate selected by MOMus' BoA will be appointed as the Director of the TMP for a four-year tenure, with the option to renew for one more tenure. The appointment requires the issuance of a decision by the Minister of Culture and Sports.

**On behalf of the Board of Administration of MOMus**

**The Chairman**

**Andreas Takis**

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