



The Board of Trustees of the Fundació Joan Miró – Centre for Contemporary Art Studies has approved the terms of the open competition to appoint a new Fundació Director.

Information on the responsibilities of the position, its financial conditions and specific terms of the call can be found on the Fundació's website ([www.fmirobcn.org/concurs-direccio-2026](http://www.fmirobcn.org/concurs-direccio-2026)).

The period for submitting applications begins on 15 April 2026 and ends on 23 May 2026.

## TERMS OF THE SELECTION PROCESS CALL TO APPOINT A NEW DIRECTOR FOR THE FUNDACIÓ JOAN MIRÓ – CENTRE FOR CONTEMPORARY ART STUDIES

### 1. The Fundació Joan Miró – Centre for Contemporary Art Studies: institutional and contextual framework

The Fundació Joan Miró – Centre for Contemporary Art Studies (hereinafter, the 'Fundació') is a private entity governed by a Board of Trustees that is made up of representatives from Joan Miró's circle, as well as from the worlds of art and business, the Government of Catalonia, the Barcelona City Council and Spain's Ministry of Culture. Set up by the artist himself, the Fundació boasts an exceptional Joan Miró collection and documentary holdings.

Since opening to the public on 10 June 1975, the Fundació has become a dynamic space where Joan Miró's art coexists with the most contemporary artistic creations. Housed in a building designed by Josep Lluís Sert, it is a unique example of a monographic museum in which the artist and architect established a dialogue of cooperation between the artwork, the architecture and the natural surroundings.

Over the past fifty years, the Fundació Joan Miró has built a cultural project with major local and international impact, centred on disseminating Joan Miró's work and ideas, as well as fostering ongoing dialogue with contemporary creation. As part of its 50th anniversary, the project is being developed with a renewed perspective that reinforces the Fundació's desire to establish itself as a leading artistic institution that plays an active role in cultural, social and intellectual life both within and beyond the city.

In accordance with its current statutes, the Fundació's aims are as follows:

- a) To preserve, collect and present Miró's work to the public and conduct research into it.
- b) To exhibit and research contemporary and emerging art, as well as art from other periods.
- c) To promote seminars, courses, conferences, performances and any other event, as well as conduct ongoing training activities aimed at university and non-university teaching staff, with the aim of disseminating art or artistic education, always with a view to the future.
- d) In line with the aim expressed in the previous point, to reproduce, distribute and publicly communicate works of an artistic nature, especially books and written and

graphic documents, as well as sound and audiovisual works, in any format and modality, in accordance with current legislation.

e) To award prizes, scholarships and rewards in order to help awaken vocations and train young artists, as well as support them in their endeavours and promote and recognise their works.

f) To carry out any other activity that establishes the Fundació as the world's leading Joan Miró museum, enabling the presentation of an ambitious and inspiring artistic programme for all audiences and promoting the artistic development of present and future generations.

The Fundació's annual budget is around 14 million euros, and the organisation depends on a team of approximately 80 people.

Further information about the Fundació can be found on its website: [www.fmirobcn.org](http://www.fmirobcn.org).

## **2. Purpose of the call and nature of the position**

The purpose of this call is to appoint a person to occupy the post of Fundació Director through a senior management employment relationship, in accordance with Royal Decree 1382/1985 of 1 August 1985, which regulates the special employment relationship of senior management personnel.

The expected duration is four (4) years from the day after the employment contract is formalised, with the possibility of renewal for a further four (4) years. In this case, the agreement of the Board of Trustees will be required.

Gross annual remuneration will be €115,000, increasing annually in accordance with the percentages and amounts determined by the Fundació's applicable collective agreement.

Due to the responsibility inherent to the position, the performance of the functions will be carried out on a full-time and exclusive basis.

## **3. Functions and responsibilities of the Director**

The functions and responsibilities of the Director are as follows:

### **a) Institutional and strategic leadership**

- Implement the institutional project and propose strategic lines in accordance with the Fundació's statutes, ensuring that all of its actions align with these.
- Develop, articulate and communicate the Fundació's institutional, cultural and social discourse, translating the strategic management of the Board of Trustees into a coherent operational narrative that is shared with the Fundació's teams.
- Advise the Board of Trustees by providing reports and analyses on cultural impact, risks, opportunities, institutional positioning and trends in the cultural and museum sector.

- Promote innovation in artistic, educational, digital and public engagement fields to promote the transformation of the museum and its adaptation to contemporary challenges.

b) Artistic, research and artistic/architectural heritage direction

- Define programmatic lines for the Fundació's collections and exhibitions.
- Supervise artistic and architectural heritage, ensuring its care, conservation and cultural value.
- Promote research programmes focusing on Joan Miró, contemporary art and emerging art.
- Validate loans, touring exhibitions, acquisitions, disaffections and partnerships with other institutions.
- Encourage cultural, educational, social, academic and research partnerships.
- Promote innovative projects that reinforce the Fundació's artistic and cultural identity.
- Together with the relevant teams, define impact and quality indicators that help to evaluate artistic programmes and their social and cultural contribution.

c) Institutional relations, communication and public outreach

- Represent the Fundació before administrations, cultural organisations, professional networks, sponsors, patrons and other sector agents in all the functions of his/her position and those delegated to him/her by the governing bodies.
- Develop and consolidate a solid and effective relationship with the media and the various arts sector agents.
- Participate in forums, congresses, specialised committees and museum networks to promote the Fundació's prestige at national and international levels.
- Promote strategies that expand, diversify and retain audiences, strengthening their participation and links with the institution.

d) Management coordination to ensure economic sustainability and operational management:

- Work closely and continuously with the Managing Director, as the person in charge of financial, administrative and resource management, to ensure:
  - i. The Fundació's economic viability
  - ii. Compliance with regulations and accountability requirements

- iii. Efficient management of financial resources, movable and immovable assets, services, technological resources and human resources
- Contribute by incorporating initiatives and strategies that guarantee an increase in both internal and external income, thereby ensuring the financial viability of the institution.
- In coordination with the Managing Director and technical teams, take responsibility for the management, security and enhancement of the collections and associated heritage.

Accordingly, he/she must maintain an ongoing relationship with the Managing Director, as the person in charge of financial, administrative and resource management, and will receive support from him/her.

e) Governance and relationship with governing bodies

- Attend and participate in meetings of the Board of Trustees and the Executive Committee, carrying out the functions delegated by the Fundació's governing bodies.
- Execute the agreements, mandates and delegations of the governing bodies, guaranteeing compliance and reporting on progress.
- Ensure transparency, good governance and compliance with the Fundació's institutional and legal commitments.

#### 4. Candidate requirements

Candidates must meet the following requirements:

- Have a higher university degree and proven knowledge of modern and contemporary art, with sufficient expertise to fulfil the responsibilities of the position of Fundació Director.
- Postgraduate training in cultural or museum management will be valued.
- Have a career and consolidated experience in the field of museums or contemporary art centres, in management roles or positions of contemporary relevance, with responsibility for teams, for at least three years.
- Be able to programme exhibitions and activities in accordance with the Fundació's objectives.
- Knowledge of Joan Miró's work will be valued, as will the ability to prove a project or publication related to the artist.
- Have sufficient knowledge of one of the official languages of Catalonia, with a commitment to achieving proficiency in the other within a year, with the inclusion of this requirement in the contract. English is required and knowledge of French and other languages will be valued.

- **Nationality:** All individuals meeting the criteria outlined in these guidelines are eligible to participate in this selection process, regardless of their nationality. This includes foreign nationals who are not EU citizens.

Lack of nationality or equivalent qualification will not result in exclusion during the selection process.

However, in order to formalise the employment contract, the proposed candidate must prove prior to signing that they have Spanish nationality or another legal qualification that allows them to access this employment relationship legally, in accordance with Royal Decree 1382/1985, which regulates special employment relationships for senior management; Organic Law 4/2000, on the rights and freedoms of foreigners in Spain; and Royal Decree 557/2011, on residence and work authorisations. Failure to demonstrate this will make it impossible to sign the senior management contract.

## **5. Documentation to be submitted**

Interested persons must submit the following documentation electronically to the email address [seleccio@fmirobcn.org](mailto:seleccio@fmirobcn.org) by midnight on 23 May 2026.

Candidates must submit the following documentation in any of the official languages (Catalan or Spanish), or in English:

a) CURRICULUM VITAE AND COVER LETTER, as well as documents proving their stated merits. In any case, a copy of the university degree must be provided.

b) ID (copy). If applicants do not have Spanish nationality, they must provide a EU residence card or a legally required residence and work permit, if available, or an official identification document from their country of nationality.

c) PROJECT, with a maximum length of fifteen pages, including the following concepts:

1. The Fundació as a space for avant-garde and artistic creativity

The Fundació as a space for promoting culture, creativity and new avant-garde artistic expressions, as well as thought and research. The ability to facilitate and transform interaction with visitors will be valued.

2. Collection management

Taking the Fundació's own collection as the backbone and essential basis for its programming, the project must foresee ways to promote the different channels for disseminating this collection, as well as the activities developed by the organisation. It will also be necessary to specify criteria relating to loans, deposits and exchanges. Policies should also be proposed for the conservation of the Fundació's collection and heritage, documentation and archives, as well as the promotion of research and new acquisitions.

3. Exhibition programme

Definition of a programme of temporary exhibitions and activities that complement Miró's work and offer new perspectives on it and its context, as well as temporary exhibitions of emerging and contemporary art that combine work from the museum's own collection with production, co-production and touring projects.

#### 4. Public and educational programme

Proposal for the development of educational and mediation programmes as tools for accessibility, inclusion and loyalty, a key element in the relationship with local audiences and communities, and a space for methodological innovation.

#### 5. Partnerships

Development of contact and cooperation networks with institutions and professionals from the museum sector at local, national and international levels, thereby helping to strengthening the Fundació's profile and bolstering the internationalisation of its holdings.

#### 6. Audiences and visitor experience

The proposal must include projects that encourage participation and loyalty to the museum among large audiences, as well as clearly defined audience segments within the organisation.

#### 7. Increasing own resources

Propose initiatives aimed at increasing the organisation's own resources through touring exhibitions, co-productions, patronage and sponsorship activities and projects.

#### 8. Institutional positioning

Consolidation of the Fundació as a key agent within the artistic and cultural ecosystem of Barcelona.

The candidate may use the following documents when preparing the project:

- Fundació's budget for 2026
- Strategic plan 2023-2026
- Activity reports

d) ADDITIONALLY, applicants must:

- a. Expressly state that they consent to the processing of the personal data required for participating in this call and for the selection process, in accordance with current legislation.
- b. Include a responsible declaration stating that they meet the requirements established in point 4 and are willing to demonstrate this at an appropriate time.
- c. Provide a valid email address for communications and notifications. It is the candidate's responsibility to inform us of any changes.

### 6. Evaluation Committee and selection process

The selection of candidates will be assessed by an Evaluation Committee made up of representatives from the Board of Trustees, with the following composition:

- Sara Puig, FJM President
- Ana Vallés, FJM Vice President
- Ignasi Aballí, Member of the FJM Board of Trustees
- Joan Punyet, representing the Miró Estate

- Oriol Martí, Manager, Barcelona Institute of Culture (ICUB), Ajuntament de Barcelona
- Joaquim Borràs, Director-General for Cultural Heritage, Generalitat de Catalunya
- Yolanda Romero, Curator of the Collection of the Banco de España, Ministerio de Cultura

Josep Maria Coronas, Secretary of the FJM Board of Trustees, will act as secretary, with voice but no vote.

The Evaluation Committee will be assisted by experts with recognised prestige in the museum field at local, national and international levels.

The Committee of Experts comprises Manuel Segade, Director of the Museo Nacional Centro de Arte Reina Sofía; Joan Oller, Managing Director of the Palau de la Música Catalana; Cécile Godefroy, Blanchette Hooker Rockefeller Curator of Painting and Sculpture at MoMA; and Rosa Maria Malet, a recognised Joan Miró expert.

The Evaluation Committee will act with strict independence, objectivity and professionalism, operating in accordance with the rules of collegiate bodies.

Additionally, if deemed appropriate, the Evaluation Committee may incorporate other specialist advisors (for example, in the field of human resources) for all or some of the phases of the selection process.

## **7. Candidacy evaluation phases**

Phase 1: Participation and admission requirements

Once the submission period has ended, the Evaluation Committee will assess the initial documentation submitted by the candidates and grant a period of 10 calendar days for any amendments and/or additional requests for documentation.

Phase 2: Evaluation of professional career and project

Admitted applications will be analysed based on the merits of the candidates and the projects they have presented.

This phase is eliminatory. The Evaluation Committee will assess which candidates fit the requested profile based on their careers and move on to Phase 3 of the selection procedure.

Phase 3: Interviews

The aim of the interviews is for the candidates to defend their merits and, in particular, the project presented in person and individually before the Evaluation Committee. They may use any media they deem appropriate for this presentation.

Phase 4: Carrying out additional tests and/or further interviews (optional)

The Evaluation Committee may exceptionally require additional tests and/or interviews that it deems appropriate to better assess the selection of candidates. Once the selection process has been completed, the Evaluation Committee will present a reasoned

candidacy proposal to the Executive Committee for it to assess and propose the candidate to the Board of Trustees, so that it can appoint the person to lead the Fundació.

## 8. Assessment criteria

The selection process will particularly assess the following, among other issues:

8.1 – Taking into account both the professional careers of the candidates and the quality, coherence and viability of the projects presented:

a) Institutional leadership capacity in complex and growth contexts

A proven capacity to lead cultural institutions or museum projects in complex environments with numerous diverse teams will be valued, as well as experience in defining, implementing, monitoring and reviewing strategies and programmes in contexts of transformation, growth or organisational change.

b) Experience in managing museum facilities

Experience in leading or managing museum facilities, particularly art museums or contemporary art centres, as well as managing museum collections, research activities and programmes (exhibitions, education, mediation, publications, communication, sponsorships and institutional relations) will be particularly valued.

c) Experience in strategic projects with a global and multidisciplinary focus

Participation in, or leadership of, museum or cultural projects of strategic scope with a global and multidisciplinary perspective will be taken into account, as will the ability to network and develop stable partnerships with institutions, artistic communities, universities and other cultural organisations at local, national and international levels.

d) Audience orientation and visitor experience

Experience in designing and developing audience-oriented projects, including strategies for attracting, retaining and diversifying audiences, will be valued, as will the ability to integrate the perspective of audiences and visitor experience into programming, internal processes and overall operations of a museum.

e) Ability to integrate artistic projects, audiences and economic viability

The ability to conceive and develop museum projects that integrate artistic and content excellence, audience orientation and financial sustainability in a coherent and balanced manner will be particularly valued, including experience in driving own income through patronage, sponsorship and other forms of public/private collaboration, in coordination with the relevant management bodies.

f) Academic career, research and professional recognition

Academic publications and research in which the candidate has participated will be taken into account, as well as recognitions, distinctions and awards obtained in the field of culture or contemporary art, as indicators of their contribution to knowledge, critical debate and sector prestige.

## 8.2 – Expertise

Knowledge of Joan Miró's work will be particularly valued, as will the ability to link Miró's world with various contemporary narratives and art with other disciplines.

Knowledge of the artist's environment (estate, collectors, experts and specialised museums), as well as their links with the Catalan, Spanish and international cultural and artistic milieu, will also be valued.

In terms of expertise, the following will be valued: leadership skills, decision-making, strategic vision, communication and negotiation skills, planning and organising work, and the ability to integrate an artistic project with audience orientation and financial viability.

## 9. Regime of incompatibilities

The position of the Fundació Director is incompatible with any other activity that could reduce dedication or effectiveness in fulfilling his/her duties, or that could conflict with the interests of the organisation.

The selected person may carry out teaching or advisory activities, particularly if these contribute to the prestige and improvement of the Fundació's operations, provided they are compatible.

The development of another activity or participation in an external project may be permitted at times with prior authorisation from the Fundació's Board of Trustees.

Signing the employment contract with the Fundació implies adherence to and compliance with its code of ethics.

## 10. Confidentiality and personal data protection

The Fundació guarantees absolute confidentiality regarding the participation of candidates in this selection process, as well as any personal or professional data, and it ensures that the participation of unsuccessful candidates will remain within the strict remit of the Evaluation Committee, and only the name of the successful candidate will be made public.

The Fundació Joan Miró – Centre for Contemporary Art Studies is the data controller responsible for processing the personal data of the data subjects, and it informs them that this processing will be carried out in accordance with the provisions of Regulation (EU) 2016/679 of 27 April 2016 (GDPR) and Organic Law 3/2018 of 5 December 2018 (LOPDGDD). The following information on the processing is provided:

- Purpose of the processing: To involve the data subjects in personnel selection processes and analyse the profiles of applicants to appoint the best candidate for the Data Controller's vacant position.
- Legitimation of the processing: Unequivocal consent through clear action by the data subjects (GDPR, art. 6.1.a).

- Data retention criteria: The data will be kept for a maximum period of one year, and once this period has elapsed, the data will be deleted, with full respect for confidentiality throughout the processing and subsequent destruction. Accordingly, if you wish to continue participating in the Data Controller's selection processes after this period has elapsed, please send us your CV again.
- Data update: If any changes occur to your data, please notify us in writing as soon as possible to ensure that your data is kept up to date.
- Data communication: The data will not be communicated to third parties unless it is a legal obligation.
- Rights of data subjects: The right to withdraw consent at any time; the right of access, rectification, portability and deletion of their data; the right to object to or restrict processing; and the right to file a complaint with the Control Authority if they consider that the processing does not comply with current regulations.
- Contact details to exercise your rights: Fundació Joan Miró – Centre for Contemporary Art Studies, Parc de Montjuïc, 08038 Barcelona. Email: [info@fmirobcn.org](mailto:info@fmirobcn.org). Contact data protection officer: [dpo@fmirobcn.org](mailto:dpo@fmirobcn.org).