



JOB ADVERTISEMENT

Haute École des Arts du Rhin (HEAR) is recruiting a

Director

Haute École des Arts du Rhin (HEAR) is a publicly-funded, higher education institution of excellence for the arts. It provides teaching in visual arts and music across a broad range of specialisms: contemporary art, graphic design, information design, illustration, design, textile design, scenography, art and plastic arts (glass, ceramics, books [livres-objets], jewellery, wood and metalwork) as well as teaching, composition and musical interpretation, etc. 750 students are enrolled across the school's 3 campuses in Strasbourg and Mulhouse, at graduate and post-graduate degree level. With a strong history and geographical location, HEAR has 160 permanent employees. The school charter is based on multi-disciplinarity and the individual and collective commitment of its students. This public institution receives support from the cities of Strasbourg and Mulhouse, and the Ministry for Culture - DRAC Grand Est, its founding members.

RESPONSIBILITIES:

Mandated by the Executive Board, you will be responsible for the overall management of the School, working in close collaboration with the General Administrator, the Deputy Director of Plastic Arts and the Deputy Director of Music, in conjunction with the Chair and Members of the Executive Board.

Key Responsibilities

- Strategic management and implementation of the School's Strategic Plan

You will define the School's Strategic Plan, setting out its strategic direction and how goals are to be implemented and assessed. All of the school's stakeholders contribute to the creation of the Plan, including the teaching staff. It is approved by the Executive Board for different areas: teaching, research, careers' support (document approved in February 2021).

You will be responsible for the strategic management of the School, leading the Senior Leadership Team and managing six direct reports. You will oversee the implementation of the strategic direction within the teaching, research and pastoral departments. You will also organise the Executive Board's workload. In this respect, you will maintain regular contact with EPCC's founding members and ensure that all stakeholders are included and participate in decision-making.

As authorising officer, you will plan income and expenditure, anticipate future developments, and provide input on the diversification of income streams. As the institution's legal representative, you will ensure all departments function properly and that their actions are lawful at all times.

- **Further develop the higher education of art**

As the institution's academic head, you will lead campus and inter-campus teaching departments, and anticipate and support changes to teaching practices. You will be responsible for the institution's quality and assessment policy through the relevant bodies or ad hoc agencies (HCERES).

You will have an inter-campus and cross-discipline co-ordination role. Your remit will include the uptake and the distinctiveness of training in Alsace and the Grand Est region by seeking collaborations and the pooling of resources, as well as synergies that are essential within university and "grande école" partnerships. You will represent the school within associated academic networks: UNISTRA, UHA; and partner networks: ANDEA, Ecoles d'Art du Grand Est, Alsace Tech, EU4ART, ELIA etc.

- **Contribute to the attractiveness and impact of the School**

You will work on developing the School's links to the local community by instigating and organising cultural, academic, social and economic partnerships. At a local and national level, you will incorporate the School's activities into the various public policies of the metropolitan areas (Mulhouse and Strasbourg) and the Grand Est region. You will endeavour to ensure the School's impact and attractiveness at a regional, national and international level.

In this respect, you will promote research development and suitable partnerships, potentially long-term, linked to international development and crucial issues for the future (social, ecological transition, etc.).

You will be involved in developing cross-border exchanges and collaborations with Germany, Belgium, Luxembourg and Switzerland, and internationally, within the framework of long-term agreements or ad hoc projects. Their main purpose will be to facilitate the flow of learning and mobility of students, through joint working with other higher education institutions in the Grand Est region. You will possess an awareness or understanding of research within an art school.

THE SCHOOL'S PROFILE:

The *Haute École des Arts du Rhin* has built a reputation throughout France, not only for its multi-campus and multi-disciplinary structure, but also for its strong integration into higher education in the region. The School's originality as a higher education institution for the arts stems from a number of features: the many teaching specialisms on offer, the diversity of courses offered in plastic arts (art, sculpture, graphic design, design, textile design, information design, illustration and scenography), the option to take a joint degree in music (DNSPM/DE/Licence) to masters or PhD level, and its range of continuing education.

RECENT DEVELOPMENTS:

The *Haute École des Arts du Rhin* continues to develop through several educational reforms of the Art and Communication courses at the Strasbourg campus (transformation of Communication Year 2, start of the new DNSEP "*Graphic languages*"), and the design course at the Mulhouse campus.

When the building and renovation work at the *Manufacture des tabacs* in Strasbourg is complete, part of the School will be relocated to these premises, so the music and plastic arts students in particular, will be united on the same campus. The library will also be merged with two engineering schools' libraries (move planned for autumn 2023).

Within the scope of its plans for internationalisation, the *Haute École des Arts du Rhin* also aims to join the European alliance EU4ARTS in 2023. This initiative brings together schools in Budapest, Dresden, Helsinki, Riga and Rome to create a European university.

Finally, the school is currently conducting its HCERES assessment and seeking accreditation by the Ministry for Culture at the same time (assessment phase in 2022 and project phase 2023 to 2024).

PERSON SPECIFICATION:

The successful candidate will possess all or most of the following skills:

Management skills:

- Experience of managing a public institution;
- Ability to formulate a strategy (strategic plan), combining a proactive approach with respect for co-operative working;
- Organisational skills, particularly for managing Human Resources and Finance and proven communication skills;
- Excellent interpersonal skills and proven experience of managing human resources (team leadership; frequent recruitment; extensive social dialogue).

Knowledge of the sector:

- In-depth knowledge of the world of art, design or music and proven skills in this area;
- Knowledge of higher education of art and research: in universities and "*grandes écoles*", in France and abroad;
- Knowledge of contemporary design and the professional worlds of art (visual arts, design and live shows);
- Expertise or in-depth knowledge of the fields of higher education and research: in universities and "*grandes écoles*", in France and abroad;
- Expertise or in-depth knowledge of contemporary design and the professional worlds of art (visual arts, design and live shows).

Partnership-working skills:

- An excellent grasp of the regional and public-sector environment: links to local and national government;
- Ability to negotiate with governing bodies and seek funding;
- Ability to develop professional dialogue with socio-economic actors;
Initiate and conclude contracts for collaborations between the public and private sectors.

Personal Skills:

- Experience and the ability to manage complex projects;
- Excellent verbal and written communication skills are essential;
- Language skills: English essential (German desired);
- Availability (travel between sites, regular travel within France and abroad; participation at weekend and evening events)

APPLICATION PROCESS:

This position is to be filled at the start of 2023.

Deadline for applications: 31 August 2022

Recruitment type: Civil servant or public law contract

Employment grades:

- Attaché territorial (Local government officer)
- Administrateur territorial (senior ranking civil servant)
- Directeur d'établissement territorial d'enseignement artistique de 2ème catégorie (Director of a Category 2 regional arts school)
- Directeur d'établissement territorial d'enseignement artistique de 1ère catégorie (Director of a Category 1 regional arts school)

Location and department of posting: **Strasbourg and Mulhouse plastic arts campuses**

Hours: full-time

TO APPLY:

To apply, please submit your CV and a letter to support your application.

Short-listed candidates will be asked to produce a policy brief between 2 September and 2 October. This document should be between 3 and 5 pages in length in Arial font size 12 with line spacing 1.5. The jury will meet to hold interviews between 5 and 7 October.

The President, Haute École des Arts du Rhin, 1 rue de l'académie, CS 10032, 67082 STRASBOURG CEDEX.

A digital version should also be sent to: ressources.humaines@hear.fr

For more information, please contact Ms Lara Ferry, Head of Human Resources (lara.ferry@hear.fr)