

**PROCESS OF SELECTION OF APPLICANTS FOR THE ARTISTIC DIRECTORSHIP  
OF "NAVES" 10, 11 AND 12 AT MATADERO MADRID,  
A MADRID CITY COUNCIL PERFORMING ARTS VENUE**

## **INTRODUCTION**

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Matadero Madrid is a centre that was created in 2006 by Madrid City Council, which tasked it with the mandate of “promoting research, production, training and dissemination of creation and contemporary thinking in all of their different forms of expression. Its areas of activity include the visual arts, performing arts, literature and reading, thinking, music and sound art, film, design, fashion, architecture, town planning and landscaping, through which it fosters a holistic and multidisciplinary approach to creation”.

In its mission statement, Matadero Madrid defines itself as a large laboratory for contemporary interdisciplinary creation in dialogue with the city, a space for sharing ideas about culture and the values of contemporary society which is open to all fields of creation. Its aim is to encourage interaction and dialogue among creators and with audiences.

Matadero Madrid has been open to the public since 2007, and the involvement of the city's key players and the institutions that operate in the various spheres of cultural creation has always been – and continues to be – a fundamental aspect of its development. This commitment has crystallised into a model of public and private institutional cooperation that promotes societal participation in the Matadero project and ensures its variety, independence and feasibility.

Madrid Destino, Cultura, Turismo y Negocio S.A., as a municipal company through which Madrid City Council has provided the Matadero Madrid cultural service directly since 2012, organises said service into the following spaces and/or activities:

- Intermediae, which features a programme focused on mediation with the community. Inaugurated in 2007.
- Nave 10, Nave 11 and Nave 12, devoted to the performing arts. Designed by performing arts space creator Jean Guy Lecat and inaugurated in 2007. From the time the “Naves” were inaugurated up until 2016, they have been managed and their programme has been coordinated by Teatro Español.
- Coordination Office: Abierto x Obras, Nave 16, El Taller; Matadero Archive and public space. Inaugurated in 2008.
- Cineteca, devoted to screening and showcasing non-fiction film. Inaugurated in 2011.

The following private entities are also located at Matadero Madrid:

- Central de Diseño, a platform for the promotion of design managed by the DIMAD designers' association (Fundación Diseño de Madrid). Inaugurated in 2007.
- Extensión AVAM, a space dedicated to participation, debate and showcasing the work of artists, managed by the AVAM visual artists association (Artistas Visuales Asociados de Madrid). Inaugurated in 2011.

- German Sánchez Ruipérez Foundation. Inaugurated in 2012.
- Casa del Lector, an international centre for research, development and innovation in reading, attached to the German Sánchez Ruipérez Foundation. Inaugurated in 2012.
- Factoría Cultural, an initiative by the AECUMAD association for cultural and creative entrepreneurship (Asociación de Apoyo al Emprendimiento de las Industrias Culturales y Creativas), managed by El Vivero de Industrias Creativas. Inaugurated in 2014.

## **AREAS OF RESPONSIBILITY**

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The Resolution of 29 October 2015 by the Local Government of the City of Madrid regarding the organisation and responsibilities of the Government Department of Culture and Sport delegates general responsibility for directing and driving municipal policies in this area to the Head of the Department. The specific objectives of this role include the executive powers of fostering infrastructure and the cultural fabric and developing the regular relations that arise due to the affiliation of public companies. Similarly, the responsibilities associated with the General Coordination of Culture and Sport include establishing criteria for the management and use of municipal spaces that are devoted to the creation, promotion, production and development of culture.

The main objectives of the public company Madrid Destino, Cultura, Turismo y Negocio, S.A. (hereinafter, Madrid Destino), attached to Madrid City Council, include –and are regulated by the company's Articles of Association\_ “the management of any centres, spaces, venues, offices and/or cultural services whose management it may be temporarily or indefinitely entrusted with, or use of which may be granted by Madrid City Council”. On 30 May 2012, the Plenary Assembly of Madrid City Council resolved to conduct part of the Matadero Madrid cultural service through the municipal company Madrid Arte y Cultura, S.A., which was Madrid Destino's former name.

On the basis of the foregoing and for the purpose of implementing the cultural policy developed by Madrid City Council via the Department of Culture and Sport, Madrid Destino hereby launches the selection process for the Artistic Directorship of “Naves” 10, 11 and 12 at Matadero Madrid, to be conducted via an open tender for the purpose of evaluating the merits of the various candidates and the suitability of the plans proposed, and which shall be governed by the provisions set out below:

### **I. PARTICIPATION REQUIREMENTS**

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Natural or legal persons applying as candidates must meet the following criteria:

- Be nationals of Spain or of a European Union Member State, or be nationals of a country outside the European Union who are legally resident in Spain.

Foreign nationals who do not meet the criteria stipulated in the above paragraph may also apply as candidates. In the event that they are selected, they shall be required to obtain legal residency in Spain.

- Have the necessary legal capacity to act.

- Candidates must not be affected by any of the prohibitions or incompatibilities concerning the capacity to contract that are set forth in Article 60.1 of Spanish Royal Decree Law 3/2011 of 14 November, which approves the Recast Text of the Law on Public Sector Contracts ("TRLCSP").
- Should they be selected, they must abide by the conditions set out in Section III of this open call in regard to conditions of employment.

## **II. SUBMISSION OF APPLICATIONS AND SELECTION PROCESS**

### **1. Deadlines and procedures.**

#### **1.1. Submission of applications.**

- The applications must be submitted by 6 July 2016 (at 3 p.m.).
- Along with the rest of the required documentation stipulated in Section 2, candidates shall submit a three-year Preliminary Plan (from 1 January 2017 to 31 December 2019) for their artistic directorship of Nave 10, Nave 11 and Nave 12 at Matadero Madrid. The Preliminary Plan shall be submitted in written format, in Spanish, with a maximum length of twenty pages, and shall describe the conceptual framework, objectives and strategic lines that make up the proposal.

#### **1.2 Pre-selection.**

- In the fifteen days following the end of the application submission period, an Evaluation Committee comprising professionals and experts from the local, national and international cultural fabric shall pre-select a minimum of three and a maximum of six final candidates. To this end, said Evaluation Committee may request that candidates provide any additional documentation or information on their backgrounds or Preliminary Plans that it deems appropriate.
- The outcome of the pre-selection process shall be communicated to participants within five days following the end of the pre-selection period.

#### **1.3. Drafting of Plans.**

- After being informed of their pre-selection, final candidates shall have a period of forty-five calendar days to draft their final Plans.
- The Plan, which shall also be in written format and in Spanish, shall have a maximum length of sixty pages and shall further develop the framework proposed in the Preliminary Plan, describing specific actions that will enable the objectives and strategic lines to be achieved in accordance with the responsibilities of the Artistic Director(s) and the evaluation criteria laid down in Sections IV and V of this open call. Clarity, comprehensiveness and coherence will be favourably viewed, as will the specificity of the cultural and artistic Plan proposed for "Naves" 10, 11 and 12 at Matadero Madrid and its feasibility and suitability for the available resources.

- For the purpose of drafting the Plan, Madrid Destino will provide the final candidates with the information they require concerning the characteristics, operation, budget and human and technical resources of the "Naves" at Matadero Madrid, to enable them to design their Plans appropriately.

#### 1.4. Selection.

- After the Plan submission deadline has passed, the Committee shall begin the task of evaluating the submissions.
- Up to 5 October 2016, the Committee shall hold face-to-face interviews with the final candidates.
- By 15 October 2016, the Committee shall issue a report detailing the votes obtained by each final candidate, the one candidate who was ultimately selected and the grounds for this choice.
- Madrid Destino's Board of Directors shall appoint the selected candidate, and shall subsequently make a public announcement regarding this appointment.

## **2. Documentation to be submitted**

Candidates shall submit all required documentation, duly accredited and in digital format, by email to the following address:

[contratacion@madrid-destino.com](mailto:contratacion@madrid-destino.com)

The following documentation shall be provided upon application. The application submission period shall expire upon the lapse of 30 calendar days from the day after this open call is published on Madrid Destino's website:

- A scanned copy of the candidate's National Identity Document, Passport or equivalent document, as well as personal contact details (email address and mobile phone number).
- An explicit declaration stating that the candidate has the necessary legal capacity to act.
- A detailed Curriculum Vitae accrediting the candidate's background and artistic and/or management experience in institutions, initiatives and public or private cultural projects, mainly in the performing arts sector.
- A Preliminary Artistic Direction Plan, in accordance with the terms set forth in Section 1.1.

Only candidates whose applications are received in the manner and time period outlined above shall be considered.

## **3. Publicity**

This open call shall be published on Madrid Destino's website, at which time the conditions governing deadlines and procedures shall take effect.

It shall also be publicised on any other channels that Madrid City Council deems appropriate, and promoted in the media and on social networks with the aim of ensuring maximum exposure.

#### **4. Evaluation Committee**

The candidate selection process shall be carried out by an Evaluation Committee which, as a collegiate body, shall be composed as follows:

- One specialised professional from Madrid City Council or Madrid Destino, who shall act as moderator in an advisory capacity, without voting rights.
- Seven professionals and experts from the local, national and international cultural fabric, of recognised standing and background, mainly from performing arts backgrounds but also from other fields of art, culture and contemporary thinking, who shall be appointed by Madrid Destino in coordination with the Department of Culture and Sport following consultation with municipal political groups.
- Secretary: a person from Madrid Destino with a university degree in Law who shall act in an advisory capacity, without voting rights.

The identities and CVs of the members of the Evaluation Committee shall be communicated after the application period has expired.

Members of the Evaluation Committee who are not attached to the government shall be entitled to receive subsistence allowances and compensation for expenses that they may be due in connection with the performance of their duties, which are unremunerated.

### **III. CONDITIONS OF EMPLOYMENT**

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The selected candidate shall enter into a commercial artistic service provision contract with the public municipal company Madrid Destino.

In the event that the candidate selected should be a professional management team (of up to three people), the relevant commercial contract shall be entered into with the legal entity that represents them.

Without prejudice to the duration of the artistic project, which shall encompass the period from 1 January 2017 to 31 December 2019, the contract shall have, from the time of its signature, which is planned for the month of October 2016, a validity period of three years, extendible annually by mutual agreement up to a maximum of three additional years, during which the person or team selected shall carry out his/her/their responsibilities on an exclusive basis.

### **IV. RESPONSIBILITIES OF THE ARTISTIC DIRECTOR(S) OF THE "NAVES" AT MATADERO MADRID**

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#### **Mission and general objectives**

The principles governing social and economic policy set out in Title I of the Spanish Constitution, which concerns fundamental rights and duties, include the obligation, laid down in Article 44, of

public authorities to promote and foster access to culture, to which everyone has a right.

Article 27(1) of the Universal Declaration of Human Rights states that “everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits”.

The cultural policy of Madrid City Council is based on these foundations and aims to preserve and drive culture, which is construed as a common asset of general interest. Citizens are consumers of culture but are also creators, producers and active audiences who are involved in municipal policies. In this sense, transparency in management, territorial decentralisation, plurality and participation are some of the principles which guide Madrid City Council in the execution of its public duties.

In addition, within the territory of the city of Madrid the policies and programmes of the three governments (national, regional and municipal), the various public and private national and international cultural institutions, independent associations and networks, industry professionals and SMEs, self-employed creators and artists and citizens all come together. All of these active cultural agents make up a cultural ecosystem that is complex in its richness and vibrant in its endeavours, wherein it is necessary to rise above individual, isolated actions, working with a view to cooperation, connectivity and mainstreaming.

Consequently, it is of utmost importance for the mission of the artistic directors and managers of the venues attached to Madrid City Council to be understood as a public service. In this regard, full artistic and decision-making autonomy must go hand-in-hand with the fulfilment of their responsibilities within the framework of an overall municipal cultural policy, ensuring the development of the strategic lines and basic principles of said policy and conformity with the rules of transparency and best management practices.

## **Specific responsibilities**

### Artistic responsibilities

- Design and direct a specific cultural and institutional plan for "Naves" 10, 11 and 12, taking into account the space's innovative and experimental nature and its integration into the overall Matadero Madrid project. The plan should essentially be structured around the performing arts, but in cross-connection with other disciplines in order to promote research, creative processes, own production, co-production, exhibition, training and dissemination of creation and contemporary thinking.
- Secure content for the performing arts spaces that comprise the complex, which have flexible and versatile layouts that allow for different configurations: Nave 11 (capacity for 634 audience members); Nave 10 (capacity for 360 audience members and rehearsal rooms for workshops, in-house residencies, etc.); and Nave 12 (entrance hall or foyer for the performing arts complex as a whole, with a visitor reception area, cafeteria and space for small-scale presentations).
- Work in collaboration with the centres and activities that comprise Matadero Madrid (Intermediae, Cineteca and the Coordination Office), playing an active role in the general coordination of cultural objectives and strategic lines as well as in the specific development of cross-cutting programmes that foster interaction between artistic projects and content. In addition, and where appropriate, the Director(s) may establish similar links with private entities located at Matadero Madrid.

- Plan the programme one year (recommended) to six months (minimum) in advance, adjusting the different artistic content to meet the budgetary, material and human resource restrictions set by Madrid Destino.
- Draft a Programme and Activities Report on an annual basis, including an evaluation, conclusions and appropriate proposals.
- In the event that the person or team selected should be a stage manager, choreographer, actor, playwright or other creator, he/she/they may undertake and produce a maximum of one personal production per calendar year in one of the "Naves". This activity shall be included in the remuneration agreed with Madrid Destino, with a view to ensuring a balanced budget.

#### Institutional responsibilities

- Form part of the general Matadero Madrid project, cooperating with the centres and activities that comprise it in terms of both the artistic areas outlined above and on institutional matters.
- Madrid Destino is responsible for coordinating the programme calendar of the municipal theatres it manages to ensure overall coherence and diversity, as well as for organising the human, technical and material resources shared by these centres. To this end, the Director(s) of "Naves" 10, 11 and 12 at Matadero Madrid, without prejudice to his/her/their artistic autonomy, shall communicate and collaborate closely with Madrid Destino, with a view to ensuring a balanced budget and organising the available resources.
- Maintain and expand relations with the cultural fabric and with local, national and international institutions, promote societal participation and involvement and ensure the project's variety, independence and feasibility.
- Represent the Matadero "Naves" in matters relating to the artistic sector.
- Work in collaboration with the various departments, programmes, projects and activities of Madrid City Council, whether they are spearheaded by the Department of Culture and Sport or by Madrid Destino.

#### **V. EVALUATION CRITERIA**

As a general rule, the Evaluation Committee shall assess the balance between candidates' backgrounds and professional profiles and the specific nature of the Plans they develop for "Naves" 10, 11 and 12 at Matadero Madrid. When evaluating the Plan, the greatest weight shall be given to cultural value and artistic quality. Sociocultural value shall also be considered, as a complementary factor.

The specific criteria that shall guide the Committee's evaluation of candidates are:

## **Background and professional profile**

- Accredited background, mainly in the performing arts, whether in the area of artistic creation (stage management, choreography, playwriting, acting or other creative areas) or cultural management (direction and/or artistic programme management for public or private institutions, festivals or other cultural projects and initiatives). Less weight shall be given to the length of the candidate's professional background than to its importance and national and/or international impact, as well as the suitability of the candidate's skills and experience for performing the role. In addition, due to the unique nature of Matadero Madrid, professional experience and ties to fields of art, thinking and culture other than the performing arts shall also be favourably viewed.
- Professional profile with a capability for dialogue, consensus-building, coordinating teams, liaising with the cultural fabric and citizens and creating synergies and cooperation projects with other public and private institutions and initiatives.

## **Cultural value and artistic quality of the Plan**

- Specific nature of the Plan proposed for "Naves" 10, 11 and 12, taking an artistic and institutional approach to ensure the unique and innovative nature of this municipal space and its coherence with the overall mandate of Matadero Madrid as described in the Introduction to this open call.
- Coherence of the Plan, as reflected in its strategic action lines and the specific proposals for executing and developing them.
- Artistic and technical quality of content.
- Promotion of contemporary Spanish creation and experimentation, with a reasonable balance between renowned creators and a standing commitment to new or less established artists.
- Presence of international companies and artists in the programme and a push towards building links geared at exchanging knowledge and co-production between these artists and local creators.
- Promotion of research, training and creative processes through residency programmes, workshops, labs, lectures and other lines of action.
- Balanced presence in the programme of the various artistic disciplines comprising the performing arts (dance, theatre, music), facilitating an understanding of these arts as interconnected among themselves as well as in regard to other forms of artistic expression (visual arts, film, performance, action art and sound art, among others).
- National and international scope of the Plan, via the establishment of cooperation networks with cultural stakeholders, institutions and local, national and international structures.

## **Sociocultural value**

- Impact of the Plan in terms of enriching the cultural fabric of the city of Madrid.
- Social return of activities: ability to create a programme that fosters cultural diversity,

gender equality, intergenerational relations and social inclusion of minorities.

- Participation: development of strategies and programmes that contribute towards raising awareness among new audiences and fostering dialogue and exchange with citizens.
- Development of programmes and activities for children and young people.

## **VI. ADDITIONAL INFORMATION AND ENQUIRIES**

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Parties interested in the selection process can find more information on the history and specific characteristics of Matadero Madrid on the website [www.mataderomadrid.org](http://www.mataderomadrid.org)

In addition, interested parties are welcome to send any enquiries they feel are relevant concerning the process itself or Matadero Madrid to the email address: [contratacion@madrid-destino.com](mailto:contratacion@madrid-destino.com). Such enquiries shall be sent and answered exclusively by email.

## **VII. CONFIDENTIALITY AND DATA PROTECTION**

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All persons and institutions involved in the selection process undertake to ensure the absolute confidentiality of the candidates' personal and professional information.

In accordance with the provisions of Spanish Organic Law 15/1999 on the protection of personal data, any persons who participate in this open call are hereby informed that, with respect to the data provided voluntarily upon registration, they are entitled to exercise their right to access, rectify, cancel or oppose said data by sending written notification to the offices of Madrid Destino. In any event, once the selection has been carried out the final file containing all personal data shall be destroyed.

## **VIII. GENERAL PRINCIPLES**

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This selection process shall respect the fundamental right to equality enshrined in Article 14 of the Spanish Constitution, ensuring the absence of discrimination on the grounds of birth, race, gender, religion, opinion or any other personal or social condition or circumstance, and observing the obligation placed on public authorities under Article 9.2 to promote conditions that enable real and effective freedom and equality and to facilitate the participation of all citizens in political, economic, cultural and social life.

The process shall be subject to the general procurement principles set forth in Spanish Royal Decree Law 3/2011 of 14 November, which approves the recast text of the Law on Public Sector Contracts: open access, publicity and transparency, non-discrimination and equal treatment of candidates.

Similarly, it shall be governed by the principles of equality enshrined in Spanish Organic Law 3/2007 of 22 March regarding the effective equality of men and women, in particular Article 26 of said instrument, which deals with equality in the sphere of artistic and intellectual creation and production.