

## **Profile**

**University of the Arts The Hague**

**Royal Conservatoire  
Director**



## **University of the Arts The Hague Royal Conservatoire**

### **Director**

### **Organisation**

The Royal Conservatoire and the Royal Academy of Art together form the University of the Arts The Hague. The University of the Arts offers a wide range of art courses to approximately 1,700 students, of which an average of 800 are at the Royal Conservatoire. In addition, the University of the Arts provides preparatory courses for young pupils in combination with primary and secondary education. In cooperation with Leiden University, the Academy of Creative and Performing Arts was founded, where minor programmes, master programmes and doctoral programmes are given. The Academy is located at two locations in the centre of The Hague.

Studying at the Royal Conservatoire means studying at the oldest conservatoire in The Netherlands, where experimentation and innovation go hand in hand with tradition and craftsmanship. It is an inspiring learning environment for music and dance, where top international musicians and top dancers teach. Education and research are about creating, recreating and presenting. This takes place at home and abroad, together with other organisations, institutions and colleagues at home and abroad. The internationally oriented learning environment and the professional music and dance practice often overlap. The programmes are based on a strong triad of education, research and production. These elements form the DNA of the institute.

In early 2022, the Royal Conservatoire moved to its new beautiful 'home', Amare, in the centre of The Hague. Besides the Royal Conservatoire, Amare is the home base for the Stichting Amare, the Residentie Orkest and the Nederlands Dans Theater. The physical proximity of these partners in the same building invites all forms of collaboration and offers many opportunities and possibilities.

The conservatoire strives to be an active part of society and the (international) professional field, and involves representatives from the music and dance world, as well as the public, in various ways, both nationally and internationally. The Royal Conservatoire also builds and maintains relationships with partners outside the cultural sector, because these kinds of partnerships contribute to the creation of vital links between the conservatoire and society.

The conservatoire is always in motion, reflecting, evaluating and looking ahead. Based on a progressive educational vision, the organisation is constantly working on improving educational programmes, the learning and working climate, inclusiveness and equality, and the structure of the organisation.

### **Governance model**

Recently, the Supervisory Board reviewed the governance model of the University of the Arts. The most important change concerns the appointment of a one-person Executive Board which also functions as the chairperson of a three-person top structure, together with the faculty directors for the Royal Conservatoire and the Royal Academy of Art. Within this three-member



top structure, a portfolio can be divided according to areas of attention, with the final responsibility for policy and policy implementation lying with the Chair of the Executive Board.

### **Function Director Royal Conservatoire**

Based on the long history and recent developments of the conservatoire, the director leads a forward-looking organisation in transition, in which teachers, staff and students play an active role.

The director:

- leads the Royal Conservatoire in close collaboration with the deputy Director of Education and gives direction to the further development of the organisational structure;
- is the visible figurehead of the Royal Conservatoire and represents the Royal Conservatoire to the music, dance and higher education field at an (inter)national level;
- has a functional responsibility for the School for Young Talent;
- is responsible for transparent, result-oriented and efficient business processes in which good personnel management, clear communication and a healthy financial climate are decisive;
- takes care of a safe environment of mutual trust in which teachers can realise the best education and students can develop themselves optimally;
- prioritises and implements recommendations that come from the organisation;
- creates a climate that is attractive to renowned lecturers and knows how to commit them to the conservatoire and keep them there;
- is a full-fledged discussion partner at (local, provincial and) governmental level.

### **Profile**

The director:

- has experience as a person with final responsibility in an environment with art and education professionals. Is able to manage both the content and the operational management;
- has experience in and a vision on higher music and/or dance education with a focus on educational innovation;
- has a vision on art - especially music and dance - in society and is able to play a role in the social debate on the subject and preferably has (professional) musical experience her/himself;
- has a strong international orientation and is an excellent networker with a network in (inter)national music and dance education or is able to build one quickly;
- has experience with transition and change management and has proven to be able to manage professionals in a complex, changing situation and culture;
- brings calm, clarity and continuity, can cooperate and delegate well and gives space and trust. Where necessary, the director makes decisions;
- has a heart for (music and dance) students, teachers and staff. Is genuinely visible as a person to the (international) student and staff population, takes a genuine interest in teaching staff and students, 'sees' them and takes them seriously;
- contributes to a diverse, inclusive and socially safe organisation and is able to give direction in an inclusive way. Is interculturally sensitive, speaks out and leads by example;



- is a connector and an excellent networker who sees opportunities and possibilities in all kinds of cooperation internally and externally, nationally and internationally. Bringing parties together to create opportunities and synergies is a core quality;
- is an inspiring, empathetic and coaching leader;
- has an academic working and thinking level and a fluent oral and written knowledge of Dutch and English (Cambridge C-2 level).

### **Procedure**

The University of the Arts will be assisted in this process by Dorothea van Rijnen of Vanderkruijs, partner in executive search. Interested candidates should express their interest by sending a short motivation letter (including an up-to-date CV) to [vdk@vanderkruijs.com](mailto:vdk@vanderkruijs.com).

For information, interested parties can also call Dorothea van Rijnen or Yvonne Dings on +31-20-7267272.

### **Planning**

Interested parties are invited to express their interest before 22 September 2022.

