

## RECRUITMENT DIRECTOR

### Frac Nouvelle-Aquitaine Méca

Since their creation, the FRAC (*Fonds Régionaux d'Art Contemporain – Regional Contemporary Art Funds*) structures have been assigned four main missions by central government and regional councils:

**build up public contemporary art collections, exhibit these collections, raise public awareness of contemporary art, and support artists and the artistic scene.**

**Created in 1982, the FRAC structures have been supporting contemporary creation for more than forty years. Since 2017, they have been accredited as owners of an artistic and cultural project of general interest.**

Created in 1983, the FRAC Nouvelle-Aquitaine-Méca is a non-profit association under the French law of 1901. A historic player in France's visual arts sector and within its region, since 2019 the FRAC has been headquartered in the MECA (*Maison de l'Économie Créative et de la Culture en Nouvelle-Aquitaine*) building, designed by Danish architect Bjarke Ingels on the banks of the Garonne. This building is also home to two regional cultural institutes dedicated to film, books, audiovisual and the performing arts, namely the OARA and ALCA. The FRAC occupies the building's fourth, fifth and sixth floors with exhibition rooms, a documentation centre, staff offices, storerooms, artists' studios, technical workshops, experimental spaces for mediation, and an auditorium. With a team of 21 FTEs, the FRAC benefits from an average annual budget of €2 million and an annual acquisition budget of €173,000.

Under the authority of the *Région Nouvelle-Aquitaine* and the *DRAC Nouvelle-Aquitaine* (Regional Department of Cultural Affairs – a decentralised department of the French Ministry of Culture), the FRAC Méca's missions combine support for artists and public access to contemporary art.

The FRAC Méca collection currently comprises more than 1,500 works, reflecting the topicality and diversity of artistic considerations and practices with, since the 1990s, a particular focus on emerging artists.

The structure focuses on three main areas of acquisition: photography, conceptual art, and a "burlesque vein in the spirit of Dadaism". Technical acquisition committees are especially committed to supporting emerging artists, rebalancing the place of women in public collections, and promoting artists from Africa and its diasporas.

Having witnessed international artistic creation first-hand over the last forty years, the FRAC Méca seeks to extend its reach throughout the region via an "internal" and "external" programme, as well as through initiatives to reach the widest possible audience, supported by a network of partners within its base territory (Gironde, Landes, Pyrénées Atlantiques, Lot et Garonne, Dordogne). It endeavours to play an active role in integrating and supporting artists, in training for contemporary art professions and, more generally, in the professional structuring of the plastic and visual arts sector both within the Nouvelle-Aquitaine region and all of France.

Based in Bordeaux, a UNESCO World Heritage Site and regional capital, it works with all the cultural ecosystem's players at local, regional, national and international levels, in particular through cooperation and twinning arrangements with other countries.

The FRAC Méca is also a member of Platform, the grouping of regional contemporary art funds, and Astre, the regional network for plastic and visual arts in Nouvelle-Aquitaine.

The FRAC Méca project is part of a wider network of players in plastic and visual arts within the Nouvelle-Aquitaine region and, as such, takes into account the region's specificities:

- the presence of three FRAC structures (FRAC Poitou-Charentes, FRAC- Artothèque Nouvelle-Aquitaine, FRAC Nouvelle-Aquitaine MECA), each with its own sphere of reference, but each necessarily cooperating on a regional scale;
- the existence of a plastic and visual arts sector agreement that brings together the *DRAC Nouvelle-Aquitaine*, the *Région Nouvelle-Aquitaine*, and the *Astre* regional plastic and visual arts network;
- the need for the network's structures (in particular those that are accredited) to fully play their role as resource centres for players in the sector.

In addition, the FRAC Méca aims to work in partnership with *Le Grand Huit*, an association of public art schools in the Nouvelle-Aquitaine region that are members of the national network of public higher arts education institutions under the authority of the French Ministry of Culture.

The *Région Nouvelle-Aquitaine* and the *Drac Nouvelle-Aquitaine* have affirmed their specific expectations regarding the following aspects:

- greater cooperation between the region's FRAC structures, in particular through joint programming and acquisitions;
- setting an example in terms of recognising the rights of artists and authors (contracting, remuneration, rights for showing works, etc.);
- ensuring that the collection goes on tour throughout the territory, through renewed, consolidated and developed partnerships with the sector's players;
- implementing specific and regular initiatives aimed at professionals working in the arts;
- positioning the FRAC Méca as a resource for the regional art scene by heeding, listening to and exchanging with local artists, regardless of whether they are at an advanced stage in their careers or have recently graduated from art school;
- acknowledging the challenges and goals of cultural rights, as defined specifically in General Comment 21 on the right of everyone to take part in cultural life (adopted on 21 December 2009 by the UN Committee on Economic, Social and Cultural Rights) with, in particular, a stronger focus on young people, notably school audiences and those for whom access to contemporary art is difficult;

integrating the challenges of the ecological transition (eco-responsibility, decarbonisation, etc.), both in terms of the project's general orientation and the practical ways in which it is implemented.

The *Région Nouvelle-Aquitaine* and the *Drac Nouvelle-Aquitaine* also expect the future management team to strategically reposition the FRAC MECA Nouvelle-Aquitaine while keeping in mind its specific characteristics, and aiming to optimise the budget devoted to the arts in a context of budgetary pressure on energy costs and public finances.

The FRAC Méca association is governed by a Board of Directors made up of representatives of the State, the Region and local authorities, as well as qualified personalities, and by a General Assembly.

### MISSIONS

The general-interest missions of the FRAC Méca are governed by the regulations in force with respect to the "FRAC" label.

Applicants should refer to decree no. 2017-432 of 28 March 2017 on labels and agreements in the fields of live performance and the visual arts, and to the order of 5 May 2017 which defines the specifications of the "FRAC" label.

In conjunction with the Region and the State, and under the responsibility of the President of the FRAC Méca, the Director shall manage the FRAC and, in this capacity, oversee the following tasks and activities:

- Designing, implementing and monitoring the structure's underlying project and its artistic and cultural project in accordance with the Multiannual Objectives Agreement signed between the FRAC, the Region and the State;
- Managing and supervising staff;
- Ensuring the establishment's administrative and financial management: responsibility for drawing up and implementing the organisation's budget;
- Seeking financial partnerships and developing its own resources, particularly through sponsorship;
- Managing, coordinating and scheduling activities;
- Defining policies to enrich, conserve, exhibit and promote collections to the public;

- Drawing up and implementing an annual programme of exhibitions, artist residencies, a publishing programme and initiatives to support artists and creative work;
- Designing and implementing the public awareness and development programme;
- Securing public and private partnerships that will contribute to the FRAC's artistic and cultural influence, notably through the Association of Friends, in France and abroad, and its economic development;
- Participating in the definition of a project to develop professional resources for the plastic and visual arts sector;
- Organising the implementation of occupational health and safety rules;
- Organising and overseeing safety measures for people and property.

### **PROFILE SOUGHT**

The short-listed candidate will be an experienced senior executive.

- Holder of a higher education degree (BAC + 5 / five-year degree), specialising in art history and, in particular, the contemporary art scene and its networks; excellent general knowledge/culture;
- Proven professional experience in managing a cultural establishment in the visual arts sphere;
- Ability to translate the Board's guidelines into operational objectives;
- Strong managerial and team leadership skills;
- Highly rigorous management skills;
- Ability to engage in dialogue with supervisory bodies and the professional sector;
- Proficiency in the artistic and budgetary aspects of setting up and developing projects, and the ability to oversee projects with local authorities and institutional partners;
- Awareness of regional development issues, cultural democratisation and audience development, with a particular focus on young people;
- Ability to make proposals to creative players, institutions and public authorities;
- Good knowledge of intellectual property in the field of the visual arts and the conservation of public collections;
- Expertise in business issues in the visual arts sector;
- Excellent interpersonal, listening and communication skills;

- Excellent writing and speaking skills;
- Fluency in a second language in addition to French.

Holder of a driver's licence. International experience appreciated.

The FRAC Méca association's governance team will pay particular attention to managerial skills, facility management skills and interpersonal skills.

Remuneration: as per the salary scale and experience; "cadre dirigeant" (senior executive) under the "convention collective nationale de l'animation" (ECLAT - education, culture, leisure and entertainment for local communities).

**Type of contract:** Full-time permanent contract based in Bordeaux.

## **APPLICATION**

Applications shall include:

- a CV;
- a letter of intent indicating the applicant's vision for the position and the main thrusts of the artistic and cultural project envisaged.

## **RECRUITMENT PROCEDURE**

The recruitment procedure comprises two stages:

- Applications will be short-listed based on the candidates' professional background and motivation.
- Short-listed applicants will then be asked to draw up and present a preliminary artistic and cultural project for the FRAC Méca with respect to the label's mission statement and specifications, which they will have been made aware of, as well as the specific requirements of this call for applications. Each candidate must write a memorandum, in French, of up to 10 pages (excluding annexes), setting out the guidelines of their preliminary artistic and cultural project for the period 2024-2025-2026, as well as the strategic orientations they propose to adopt for the FRAC Méca's consolidation and development.

Note that short-listed applicants will be provided with a documentary folder containing the administrative details of the structure.

The short-listed candidates will then present their project to the jury during an audition, held in French.

### **COMPOSITION OF THE JURY**

The selection will be made by a jury comprising two representatives of the French government (Regional Department of Cultural Affairs - DRAC; Directorate General of Artistic Creation - DGCA), two representatives of the Région Nouvelle-Aquitaine, one representative of the association's board, three qualified personalities from outside the region, including a FRAC director, a person with in-depth knowledge of these structures, and one artist. The mayor of Bordeaux, i.e. the city in which the FRAC MECA Nouvelle-Aquitaine is based, will be invited to take part in the jury in an advisory capacity.

### **ADDRESSEE OF APPLICATIONS**

Applicants must send their letter of intent and CV no later than February 29, 2024, midnight, by e-mail (as attachments), with the subject "recrutement direction Frac Méca" and a read confirmation request, to [administration@frac-meca.fr](mailto:administration@frac-meca.fr)

### **Schedule:**

Deadline for applications: 29 February 2024 (midnight)

Short-listing result: 19 March 2024

Submission of draft projects: 22 April 2024 (midnight)

Audition of applicants: 7 May 2024

Start date: **as soon as possible**