

ANNOUNCEMENT AND RULES TO GOVERN THE INTERNATIONAL PROCESS TO SELECT A DIRECTOR FOR THE NATURAL SCIENCE MUSEUM OF BARCELONA CONSORTIUM

Introduction to the Natural Science Museum of Barcelona Consortium

The Museu de Ciències Naturals de Barcelona (Natural Science Museum of Barcelona - MCNB) is an institution with over 140 years of history, which holds a natural heritage of more than three million specimens and 25,000 documents in the realms of mineralogy, petrology, palaeontology, zoology and botany. Its history begins with the legacy of the collections belonging to the naturalist Francesc Martorell i Peña and to the city, which formed the basis of what was to be the first public museum in Barcelona, in the then recently-opened Parc de la Ciutadella.

The Museum is divided into three sites in strategic locations in the city: the Museu de Martorell and Castell dels Tres Dragons, in the Parc de la Ciutadella; the Jardí Botànic de Barcelona (Barcelona Botanical Garden) and the Jardí Botànic Històric (Historical Botanical Garden), in the Parc de Montjuïc, and the Museum in the Parc del Fòrum, the latter intended primarily for activities, workshops, talks, a media centre and so on.

The mission of the Natural Science Museum of Barcelona is to generate and share knowledge of the diversity and evolution of the natural world with the aim of helping to conserve it and create a society that is better informed, more closely connected and more responsible where nature is concerned. It does this by safeguarding collections that are tangible evidence of Catalonia's natural heritage, by researching its biological and geological diversity and by creating experiences that encourage exploration, learning, appreciation, enjoyment, dialogue and participation among the widest possible audience.

The Museum sees inclusion as an all-embracing concept that includes both physical and social dimensions, for which reason it shows its commitment by running a series of programmes inspired by the values of fairness, accessibility and proximity, as the democratic expression of a public project that reaches out to everyone and contributes to social change by combating exclusion.

Since 2012 the Natural Science Museum of Barcelona has been managed by a Consortium, a public body of an associative, voluntary nature, made up of the Generalitat de Catalunya (Catalan government) through the department responsible for culture and Barcelona City Council, and forms part of Barcelona City Council. The authorities take responsibility for providing the resources necessary to assure the operation of the Museum.

In economic terms, the annual budget of the Museum is around 9 million euros (specifically, the ordinary budget for 2021 is for 9,034,405 euros). And it has a staff of 69 people.

According to its current statutes, the purpose of the Natural Science Museum of Barcelona is the following:

- a) To run the Natural Science Museum of Barcelona.
- b) To pursue the process whereby this museum is recognised as a national museum, in accordance with article 20 of the museums act, Law 17/1990 of 2nd November 1990, and becomes the National Natural Science Museum of Catalonia, coordinating the network of natural science museums in Catalonia.
- c) To keep the natural science holdings of the Natural Science Museum of Barcelona, which include a fine selection of the flora, fauna and geology of Catalonia and neighbouring regions, especially in

the western Mediterranean, maintaining an infrastructure made up of collections, databases and technological applications to meet scientific and technical needs.

d) To foster research, discovery, learning and interest in nature, bringing together information and generating scientific knowledge about natural diversity, acting as a landmark centre for Catalan natural heritage and meeting international scientific standards.

e) To exhibit and disseminate natural heritage for a clearly educational purpose, meeting the public's learning needs and supporting all-round training through educational programmes.

f) To take responsibility for meeting the challenges and needs of the country and the world in relation to natural history, making a major contribution in matters of high public interest such as preserving biodiversity, environmental management, global change and public health.

g) To work together with the different actors in the field of natural sciences, fostering collective participation and cooperation.

The strategic goals of the Natural Science Museum of Barcelona are the following:

1. An educational, accessible museum. To be the point of reference in education about the natural world, as well as being accessible, open, participative and inclusive.
2. National role. To provide leadership and serve the country's museums, and to join forces with national and international organisations to study, educate about and preserve natural diversity.
3. Participation, dialogue and communication. To raise its public profile and position itself as a centre for knowledge of the natural world, open to participation and dialogue.
4. Public sites. To improve (Museum at the Fòrum and Castell dels Tres Dragons), complete (Botanical Garden), start up (Museu de Martorell) and plan (scientific site) the Museum sites.
5. Scientific profile and positioning. To ensure the correct use, preservation and accessibility of the collections and quality science that is relevant in both social and environmental terms, proven and assessed.
6. Institutional organisation and development. Excellence through leadership, internal cohesion, strengthened human resources, quality management, efficiency and technology.
7. Finance. Building up resources to obtain and diversify funding to boost the level of financial self-sufficiency.
8. Environmental sustainability. Actions to make all its activities more sustainable, to publicise them and to involve and raise awareness among the public in the responsible use of natural resources.

These lines of work have considerably developed and enriched the Museum and helped it to achieve greater recognition, both locally and internationally. The Museum is determined to continue in the directions taken in recent years.

Opportunities with a view to the future

The Museum finds itself at an exciting time in its long history, after successfully managing the recent period of rapid growth, expansion and far-reaching changes. The institution is at a critical time, preparing for further growth, new levels of community commitment and innovative ways to inspire and benefit the public through research, education and providing a world-class visitor experience.

Bearing this in mind, the new Museum management will have the chance to:

- Roll out the new strategic plan in accordance with the Sustainable Development Goals.
- Foster the use of the new facilities of the Botanical Garden and work on the plan for new access to and improvement of the nurseries and public areas.
- Start up the new Museu de Martorell.
- Work on plans for the Museum's scientific site, to be carried out in the coming years.
- Enrich and forge new links with institutions and communities related to the environment in this country.
- Develop the institution's Programme Contract.
- Work on designing and setting up the future National Natural Science Museum of Catalonia.

The [Museum's Master Plan](#) can be consulted and further information about the Natural Science Museum of Barcelona found on the [Museum website](#).

1. Object

Announcement of the process to select, by free appointment, a director for the Natural Science Museum of Barcelona, to be employed as a senior manager.

2. Features, compensation scheme and functions of the position to be filled

Terms of employment: senior management role in accordance with Royal Decree 1382/1985 of 1st August 1985 governing the special terms of employment of senior management staff.

Duration: the length of the contract will be 5 years.

Compensation: total annual compensation will be 84,076 euros gross.

Functions of the Museum management

To plan, set up, coordinate, assess and supervise the joint action of the Consortium, to safeguard the Museum's identity and mission so that it can achieve its goals, fostering its relations and influence as far as possible, in accordance with the guidelines set by the General Council of the Consortium and current regulations. The director of the Consortium will have to perform their functions in coordination with the manager of the Consortium, as the body responsible for administration, personnel management, management of financial resources (monitoring budgets and presenting accounts) and of the Museum's assets in terms of property, personnel and technology.

According to the stipulations of the statutes of the Consortium, the Museum management has the following functions:

- To direct the administration and execution of the decisions taken by the governing bodies of the Consortium.
- Run the Consortium on a technical level.
- Roll out and strategically plan the organisational structure, as proposed by the Manager's Office.
- Set the strategic lines to achieve the institutional goals and assess their degree of accomplishment.
- Give technical advice to the other organs of the Consortium.
- Set up and run the Consortium's strategic projects.
- Suggest and validate general themes of exhibitions and activities.
- Draw up the Consortium's Programme Contract.
- Seek new resources.
- Establish relations with the governing bodies and other administrations.
- Coordinate relations between the Consortium and the Institut Botànic (Botanical Institute).
- Represent the Consortium at seminars, conferences, exhibitions and so on, both locally and internationally.
- To maintain strategic relations with other significant administrations and figures in the public and private environment who could favour and enhance the services provided.
- Attend and take part in meetings with the General Council and the Delegate Commission.
- Comply with and ensure the application of occupational risk prevention regulations, in accordance with the responsibilities arising from the current legal framework and from the internal rules of the Consortium.
- Assure the protection of personal data and act in accordance with criteria of ethics and transparency.
- Ensure health and safety in their place of work, making proper use of equipment related to its activities, in accordance with established procedures and current regulations in the field of occupational risk prevention.
- And, in general, any others of a similar nature that may be assigned to them.

3. Requirements for applicants

Entry qualification: Bachelor's degree in a science-related subject

Other requirements for applicants:

Knowledge of one of the two official languages of Catalonia to a sufficient level to ensure proper performance of the position's responsibilities is required, and it is asked that within a year they acquire sufficient skill in the other official language; the latter must be duly accredited. A high level of English is also required.

At least 5 years of experience in management and/or senior positions in museums and/or other centres handling natural history.

Postgraduate university training in any subject related to science, museum studies, teaching or natural history management

Spanish nationality or that of an EU member state is a requirement. In other cases, appointment will be conditional on obtaining legal residence in Spain.

It is a requirement not to have been removed from the service of any public administration as a result of a disciplinary process, or to be disqualified in any way by court decision from holding public posts or positions. In the case of non-Spanish nationals, they must not be disqualified (or in any equivalent situation) or have been subject to a disciplinary sanction (or equivalent) that in their home state prevents access to public employment on the same terms.

The requirements for applicants set forth herein must be fulfilled on the deadline for submitting applications set in this announcement and must remain valid until the date of taking up the post.

4. Submitting applications

4.1. Those interested should submit their application, their curriculum vitae, documentary evidence of the merits claimed and a document of up to 5,000 words setting out the general lines of their project for the next 5 years, including the following items:

1. The applicant's view of the mission of the Museum as a public service.
2. Strategic planning for the Museum.
3. Policies for conservation and dissemination of the Museum's collection and assets and research, documentation and archive projects.
4. A programme of temporary exhibitions and activities to complement and offer new views around the field of natural history, the environment and conservation.
5. An education and mediation programme.
6. The Museum as a social agent.
7. A network collaboration project at local, national and international level.

4.2. The deadline for submitting applications is 20 calendar days counting from the day after this announcement is published in the DOGC, the official journal of the Catalan government.

4.3. This documentation must be submitted in either of the official languages (Catalan or Spanish) at the email address *rhcmcnb@bcn.cat*.

4.4. In accordance with data protection regulations, applicants' personal data will only be processed by the Consortium for the purpose of dealing with their participation in this selection process. The data will be deleted once the legal obligations arising from the handling of the said activity have been fulfilled.

5. List of people admitted and rejected

Once the deadline for applications has passed, the Human Resources Department of the Consortium in Barcelona will publish the provisional list of people admitted and rejected.

Candidates may lodge any objections they see fit within ten working days of the day following publication of the provisional list of people admitted and rejected. Once the deadline for claims has passed and any incidents have been dealt with, the final list of people admitted and rejected will be published.

Successive announcements in the process will be published on the Consortium website.

6. Assessment of merits and selection process

This process will consist of two phases. In the first of these a Commission of Experts will assess the merits and competencies set forth in section 6.1.

In the second phase, the Commission will conduct whatever interviews it sees fit, and will present three candidates, with reasons, to the Delegate Commission for the latter to assess them and propose the final candidate to the General Council, so that it can appoint the person to head the Natural Science Museum of Barcelona.

6.1. Merits and competencies

The following merits will be considered:

- Doctoral or master's degrees related to natural history and management of culture, natural history and documentation.
- Other bachelor's degrees.
- International leadership in their field.
- Knowledge of museum management.
- Knowledge of subject areas related to natural sciences and nature conservation.
- Knowledge of the environment and how it is managed in Catalonia.
- Knowledge of management (administration, legislation, work organisation, occupational risks).
- Knowledge of the sector and similar institutions at national and international level.
- Experience of managing cultural and heritage sites.
- Experience in running organisations and teams.
- Experience in coordinating multi-disciplinary work groups.
- Experience of relations with the different local communities.
- Accredited training received in the fields of science, museum management and education.
- Training given: teaching, conferences, talks.
- Publications.
- Other languages.

As well as the following competencies:

1. Adaptation: the ability to orient their practices towards new lines of work, procedures or regulations proactively.
2. Learning to learn: the ability to make improvements to the way they perform their own functions on the basis of autonomous learning.
3. Commitment to the organisation: the ability to get members of the organisation to align their work dynamics and goals with those of the organisation, while adjusting the resources and means at their disposal thereto.
4. People management: the ability to get teams to achieve the goals set, by establishing and applying whatever mechanisms for monitoring and supervision may be necessary while at the same time maintaining a climate of cooperation. The ability to analyse and spot the potential of every member of the team, in order to delegate and/or assign responsibilities in accordance with their profile.
5. Negotiation: the ability to reach agreements satisfactory to everyone, inferring the specific goals of the organisation based on the established lines of strategy at times when it is difficult to reconcile all interests.
6. Work organisation: the ability to autonomously establish targets and timescales for performing tasks, while setting work priorities in their sphere and making sure work is done to the desired standard and all actions planned are actually taken.

7. Orientation towards the quality of results: the ability to achieve and surpass the standards for achievement and terms set, setting the targets to be achieved by themselves and by others.
8. Decision-making: the ability to analyse complex facts and situations to decide autonomously on the right solution on the basis of precise assessment of the viability, consequences and impact (technical, economic, social and personal) of the measure taken and assuming the consequences, both positive and negative.
9. Strategic vision: the ability to formulate proposals, alternatives and innovations for the governing team to boost public satisfaction with the services provided by the organisation and take the necessary steps to implement these.

6.2. The Commission of Experts is made up of 8 experts in museums, education, universities and research and collection and conservation, among others.

The Commission of Experts will be attended by a secretary with a voice but no vote; this function will be performed by the secretary of the Consortium.

This Commission may also incorporate, if it sees fit, specialist advisers for some or all tests, to attend Commission meetings with a voice but no vote.

For the purposes of notifications and other eventualities, the Commission of Experts will be based in the Human Resources Department of the Natural Science Museum of Barcelona (Plaça de Leonardo da Vinci, 4-5. Parc del Fòrum. 08019 Barcelona).

Each of the members of this Commission will be required to give an undertaking of confidentiality.

Barcelona, 11th October 2021