

BERLIN BIENNALE

INFORMATION PACK DIRECTOR OF THE BERLIN BIENNIAL FOR CONTEMPORARY ART



5th Berlin Biennale for Contemporary Art, 2008, installation view; Piotr Uklański, *Untitled (Fist)*, 2007; Daniel Knorr, *Nationalgalerie*, 2008; photo: Uwe Walter

ABOUT THE BERLIN BIENNALE

ROLE OF THE DIRECTOR

REQUIREMENTS

APPLICATION PROCEDURE

Berlin Biennale for Contemporary Art / KUNST-WERKE BERLIN e. V.
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The Berlin Biennale for Contemporary Art is organized by KUNST-WERKE BERLIN e. V.
Local Court Charlottenburg Company Registration No VR 10430 B Tax No 27/028/44603 VAT ID DE 158 686 276
Executive Members of the Board Katharina Grosse, Paula Macedo Weiß, Axel Wallrabenstein
Director Gabriele Horn

BERLIN BIENNALE

ABOUT THE BERLIN BIENNALE FOR CONTEMPORARY ART

Since its founding in 1996, the Berlin has become one of the most important international forums for contemporary art. Each edition brings together the influential and topical positions of artists, theorists, and practitioners from various fields in one of Europe's most culturally progressive cities. The Berlin Biennale takes place every two years at various locations in Berlin and is defined by the unique concepts of its renowned curators. It promotes experimental formats and provides the appointed curators the space and freedom to present the latest relevant and challenging positions.

Since 2004, the Berlin Biennale has been funded by the Kulturstiftung des Bundes (German Federal Cultural Foundation) as one of its "cultural institutions of excellence," recognizing its nationwide importance and international reputation and awarding it a top-quality designation in the field of public funding. The support of the German Federal Cultural Foundation gives the Berlin Biennale a high degree of autonomy and, thus, great potential for development.



6th Berlin Biennale for Contemporary Art, 2010, installation view; Petrit Halilaj, *The places I'm looking for, my dear, are utopian places, they are boring and I don't know how to make them real*, 2010; photo: Uwe Walter

BERLIN BIENNALE



9th Berlin Biennale for Contemporary Art, 2016; Opening at KW Institute for Contemporary Art; photo: Galya Feierman

Engaging with current socio-political discourse and developments is crucial. The focus is on solidarity, tolerance, and ecological and social sustainability as fundamental values. The Berlin Biennale promotes a diverse, inclusive, and environmentally conscious exhibition practice to proactively and creatively shape socio-cultural change and contribute to a more progressive and responsible cultural landscape.

With an awareness of current social debates and discourses, every Berlin Biennale must contribute to a relevant and respectful discussion of these discourses by presenting artistic works and an accompanying program.

BERLIN BIENNALE

ROLE OF THE DIRECTOR

The director reports to the Executive Board of the support association KUNST-WERKE BERLIN e. V. and is responsible for the strategic positioning of the institution, strengthening and developing its reputation on a local, national, and international level, as well as bolstering existing collaborations and developing new ones. The director is responsible for the management, development, organization, and implementation of the Berlin Biennale and its organizational and financial sustainability. The director will work closely with the Executive Board, the curator of the respective edition, and other senior staff of KUNST-WERKE BERLIN e. V., in particular, the director of KW Institute for Contemporary Art.

Responsibilities

- Develop, formulate, and lead the team to realize an innovative, exciting, and ambitious program of exceptional quality in line with the curator(s) of the respective Berlin Biennale, its business plan, and within the given resources;
- Assume responsibility for all aspects of the Berlin Biennale program, including exhibitions, commissions, public programs, publications, and outreach;
- Communicate the strategy of the Berlin Biennale to the Executive Board of KUNST-WERKE BERLIN e. V., employees, partners, donors, and supporters;
- Responsible for maintaining and expanding relationships with donors and supporters; and financial responsibility for the proper use of funds in accordance with the budget.

Leadership and strategy

- Work with the executive board members of KUNST-WERKE BERLIN e. V. and staff to develop and implement an effective business plan;
- Assume overall responsibility for the regular review and monitoring of results and impact in relation to the business plan and all key performance indicators;
- Plan, coordinate, and implement the selection process for the respective curatorial responsibility of each Berlin Biennale in close consultation with the executive board members of KUNST-WERKE BERLIN e. V. and the Kulturstiftung des Bundes (German Federal Cultural Foundation);
- Plan and execute the Berlin Biennale's communication and marketing strategy to support all areas of the program and to safeguard and promote the interests of the Berlin Biennale and the support association;

BERLIN BIENNALE

- Prioritize equality, diversity, and inclusivity and implement the Berlin Biennale's fundamental and specified equality and diversity policy within the framework of legal requirements;
- Represent the Berlin Biennale in the public sphere, including to politicians, funding bodies, sponsors, the press and media, and conferences, to maximize the Berlin Biennale's profile with local, regional, national, and international funders and decision-makers;
- Manage and develop strong and productive relationships with the Kulturstiftung des Bundes (German Federal Cultural Foundation), the Beauftragte der Bundesregierung für Kultur und Medien (Federal Government Commissioner for Culture and the Media), the Senatsverwaltung für Kultur und Gesellschaftlichen Zusammenhalt (Senate Department for Culture and Social Cohesion) in Berlin), and other key partners in the city and at the federal level;
- Develop, manage, and optimize existing collaborations within contemporary art, public institutions, academia, and networks on a local, national, and international level;
- Aid the support association KUNST-WERKE BERLIN e. V. in its board and membership work;
- Good cooperation and ongoing exchange with the director of KW Institute for Contemporary Art;
- Development of a professional, supportive, positive, and value-oriented human leadership style and conduct oriented towards excellence.

Financial and operational management

- Assume overall responsibility for risk management, finance, and revenue generation to ensure that the Berlin Biennale is solvent, compliant, effective, efficient, and financially sustainable;
- Support the executive board members of KUNST-WERKE BERLIN e. V. and the leadership team in implementing effective governance;
- Sign key funding agreements and assume responsibility for income and expenditure and the associated budgets;
- Strengthen the culture of financial management across the institution and ensure ambitious but realistic revenue targets, effective financial and cost control systems, and close regular monitoring and reporting;

BERLIN BIENNALE

- Development and implementation of fundraising strategies vis-à-vis funding institutions and foundations, corporations, private individuals, and other grant-giving bodies;
- Coordinate, cooperate, and exchange with the director of KW Institute for Contemporary Art, in instances where the Berlin Biennale and KW are simultaneously and jointly involved in projects and processes.

Personnel management

- Review and plan staffing levels to meet changing needs and develop an appropriate organizational structure;
- Develop the staffing structure in a fair, equitable, and effective manner in accordance with applicable legislation, best practices, and the support association's personnel policies;
- Ensure that all staff have defined job descriptions, development plans, and performance management objectives linked to the business plan and that these are reviewed annually;
- Work with the administration to ensure that all staff have a strong understanding of their measurable contribution to the objectives of the Biennale;
- Work with the (human resources) administration to ensure that the well-being of employees is appropriately prioritized and that the institution provides adequate support and personal care to all employees.

BERLIN BIENNALE



10th Berlin Biennale for Contemporary Art, 2018, installation view; Sara Haq, *Things I did that nobody noticed (but that changed everything)*, 2018; photo: Victoria Tomaschko

Education and mediation

- Encourage and support scholarly and research-based work to buttress the work of the Berlin Biennale and encourage the team to engage in thinking and writing about contemporary art in the institution, the city, and beyond;
- Contribute to and participate in conferences and publications nationally and internationally;
- Ensure a mediation program in cooperation with the Berlin Biennale's "Education and Mediation" department.

BERLIN BIENNALE

REQUIREMENTS

The director will embody the values of the Berlin Biennale, which are creative, professional, collaborative, positive, and cooperative in every sense. They have a proven track record of high-level experience in the field of contemporary art and are passionate about making art accessible to the broadest possible audience. The director has a well-developed network with considerable international reach.

- Excellent knowledge of 20th century and contemporary art and a proven track record of successful public funding commissions;
- Visionary instinct and creativity, as well as an interest in innovative, ambitious, and challenging artistic projects;
- Capacity and stamina to work under pressure in a busy and demanding position, with proven experience in dealing with a variety of complex issues at any given time;
- The ability to develop and implement a program that balances the requirements of artistic quality and economic viability;
- Excellent knowledge and experience in the implementation of contract and grant law in general;
- The ability to think strategically and work with a combined analytical and creative approach;
- Proven leadership, people management, motivational and communication skills and qualities;
- Excellent communication skills in German and English, including the ability to speak in public, advocate for others, as well as for the Berlin Biennale as an institution;
- Proven fundraising and income generation skills.

BERLIN BIENNALE

APPLICATION PROCEDURE

To apply for this exciting and challenging role, please submit

- A letter of application (in English), no longer than three A4 pages outlining your suitability and experience concerning the duties and essential skills required
- A complete curriculum vitae
- The names and full contact details of two references

Please address your complete application to the executive board members of KUNSTWERKE BERLIN e. V. and send it via e-mail to Christoph Burger burger@berlinbiennale.de by 25.2.2024. The interviews are expected to take place on 22.4.2024 in Berlin. Personal attendance is essential.

We kindly ask you to refrain from queries about the status of the application process. All applicants will be notified at the end of the process. For any additional questions, please contact Christoph Burger (burger@berlinbiennale.de).



9th Berlin Biennale for Contemporary Art, 2016, installation view; Jon Rafman, *L'Avalée des avalés (The Swallower Swallowed) Rhino/Bear*, 2016, *View of Pariser Platz*, 2016, and *L'Avalée des avalés (The Swallower Swallowed) Iguana/Sloth*, 2016; photo: Timo Ohler