

Call for applications

**for the post of the Director General of
the Hungarian State Opera**

CALL FOR APPLICATIONS

The Minister responsible for Culture and Innovation pursuant to Section 39 (2)-(4) of Act XCIX of 2008 on the Support of Performing Arts Organisations and Special Employment Rules (hereinafter Emtv.) and the Government Decree 155/2017 (VI. 15.) on the application procedure for the election of the head of the performing arts organisation and the rules for filling the position (hereinafter: Decree) invites applications for the post of **Director General of the Hungarian State Opera (hereinafter: HSO)** in an employment relationship pursuant to Section 39 (1) of the Emtv. for a fixed term of up to 5 years pursuant to Section 41 (1) of the Emtv.

Job title: director general

Duration of employment: the employment contract is for a fixed term of 5 years.

Starting and ending dates: 1 August 2023 - 31 July 2028.

Starting date: 1 August 2023

Type of employment: full-time

Place of employment: 1061 Budapest, Andrásy út 22.

Salary and benefits: the salary and benefits are determined in accordance with the provisions of Act I of 2012 on the Labour Code of 2012 on the Labour Code applicable to managerial employees and the agreement between the parties.

Director General's tasks:

As sole responsible manager, the duties are set out in the HSO's Statutes and its Rules of Procedure, including:

- artistic activities;
- the preparation, planning and production management of the season;
- audience management;
- human resources management and representation;
- the internal control system;
- PR and marketing activities;
- budget management;
- asset management;
- technical and operational activities;
- performing tasks related to internal control.

General expectations:

To preserve, enrich and disseminate Hungarian opera culture:

- the representation and research of Hungarian national opera traditions;
- promoting the creation of contemporary works;
- the promotion of Hungarian classical and contemporary opera both in Hungary and abroad;
- the development of international institutional and production associations; the presentation of outstanding foreign productions in Hungary as soon as possible;
- to promote the careers of Hungarian singers and ballet artists, with particular attention to the career development of young singers;
- to ensure consistent quality in musical, theatrical and technical preparation, as well as in tutoring support;
- expanding audiences, with particular emphasis on attracting the younger generations.

In order to deepen the embeddedness of the institution and its institutional links:

- creative, organic cooperation with higher education institutions (in particular the Liszt Ferenc Academy of Music, Hungarian Dance University);
- supporting the functioning and development of opera outside the capital and in the Carpathian Basin.

Making the best use of resources, maintaining a balanced budget and in particular implementing utility cost reduction:

- to use the capacity created by the historic projects of the 2010s (renovated Opera House, Eiffel Art Studios) in a cost-effective, optimal artistic and economic way;
- to bring the staging period of repertory pieces into line with the optimum production of sets and costumes, technical constraints and budgetary constraints;
- increasing revenue based on the architectural attractiveness of the Ybl-designed Opera House;
- formulate professional and innovative responses to economic challenges.

Professional requirements for the Director General of the HSO:

- to preserve, nurture and develop the values of Hungarian and universal opera and ballet art collected over the decades through a diversity of artistic expressions;
- to strive to present theatrical works of music and dance literature, to organise orchestral concerts and other artistic events, with particular attention to works by Hungarian composers and to present new works;
- to ensure talent scouting and talent management, as well as the development of new artists;
- to maintain the "Master Artist of the Hungarian State Opera" award and the "Life Membership" of the Opera House; enable guest performances by internationally renowned artists;

- to cooperate closely with higher education and vocational training institutions in the field of the arts involved in its main activities and provide regular work experience for students from these institutions;
- to ensure a high level of artistic representation of Hungary in the field of opera and ballet abroad;
- to shape society's perception of art through the HSO's own extensive activities - and through its media presence;
- to strengthen the HSO's audience relations, with particular attention to those living in rural areas, Hungarians living beyond the Hungarian borders, foreign visitors, the development of new audiences for the genre, and the retention and growth of its core audience;
- to preserve the cultural monuments owned by the HSO, care for the historic listed building;
- to create projects of social responsibility that reflect the history and size of the HSO and its specific situation;
- to cooperate with church and civil society organisations and humanitarian organisations;
- to publish publications on the history, heritage and present of the HSO;
- to ensure the acquisition, management, maintenance, inventory and provision of the musical instruments necessary for high quality operations;
- to ensure the management, maintenance, preservation, record-keeping and insurance of the master instruments acquired by the Hungarian State or owned by it.

Main appropriations in the 2023 budget of the HSO:

(value: in thousands of HUF):

• Total budget revenue:	2.636.400 of which
○ Operating grants from general government:	0
○ Subsidies from general government for budgetary purposes:	0
○ Revenue from public authorities:	0
○ Operating revenue:	2.636.400
○ Administrative revenue:	0
○ Funds received for operating purposes:	0
○ Funds received for operating purposes:	0
• Central, governing body support:	14.845.151
• Total budget expenditure:	17.481.551, of which
○ Personal allowances:	8.579.865
○ Employer contributions:	1.322.001
○ Expenditure on services:	7.243.585
○ Employee benefits:	0
○ Other operating expenditure:	0

○ Investment:	236.100
○ Renovation:	100.000
○ Other operating expenditure:	0

Planned average statistical number of staff: 1200 persons

Requirements for applications:

- no criminal record,
- a higher education degree in a specialised field (higher education degree and professional qualification obtained in a higher education institution in the field of the institution's core activity, or a law or economics degree), as defined in Article 8 of the Decree,
- the requirement of higher education and professional qualifications is waived for the person specified in paragraph 8 (5) of the Decree,
- at least 5 years of professional experience (in a performing arts organisation, in a position directly related and corresponding to the core activity of the organisation, and in the case of other employment relationships, experience in such a position) or at least 3 years of managerial experience in a performing arts organisation, as defined in Article 8 of the Decree,
- the conduct of the asset declaration procedure pursuant to Act CLII of 2007 on certain asset declaration obligations,
- knowledge of English at a negotiation level.

It will be an advantage in the assessment of the application:

- have at least five years' professional management experience in a performing arts organisation,
- international contacts in the field of opera and ballet,
- additional knowledge of a world language at a negotiation level,
- good interpersonal, negotiation and communication skills.

The application must include:

A detailed presentation of the professional requirements for the Director-General of the HSO, taking into account the following criteria:

- present detailed ideas on the organisational, management, development and operational structure of the HSO,
- presentation of the ideas for the senior management of the HSO, detailed definition of their tasks (based on the HSO's Rules of Organisation and Operation),

- the artistic concept, professional ideas, season plan, production plan to be implemented by the applicant, taking into account the HSO's specificities,
- the planned parameters for cooperation with the higher education and vocational training institutions involved in the main activity,
- the applicant's personal motivation and comments on the current functioning of the HSO,
- a list of collaborators in the envisaged organisational structure,
- management strategy, presentation of a plan for implementing the professional concept indicated in the application and for dealing with the current difficult economic situation (crisis management),
- marketing, public relations, internal and external communication strategy, draft plans for professional contacts and cooperation at home and abroad.

Documents and certificates to be attached to the application:

- a detailed curriculum vitae with a photograph,
- a programme for the management and development of the institution,
- a certificate of good conduct not older than 3 months (if the applicant is employed in a position requiring a certificate of good conduct, the employer's certificate to this effect), in case of applicants who are not Hungarian citizens, a certified translation into Hungarian of an official document proving that the applicant has no criminal record,
- copies of documents certifying education, professional qualifications and language skills, if any, and the originals of the documents at the time of submission of the application (if issued abroad, the original of the decision on their recognition in Hungary),
- evidence of professional experience in the required management function (experience in management may be in a managerial or senior management, middle or senior management capacity, as evidenced by a certified copy of the employer's certificate issued in Hungarian referring to the management function and its duration),
- a declaration by the applicant that he/she consents to the processing of his/her personal data contained in the application material as required in connection with the application procedure, to the reproduction of the application material for the reviewers and decision-makers, and, in the case of a successful application, to the sending of the application to the body designated by government decree for administrative authority and service tasks

related to the operation of performing arts organisations, in order to ensure the accessibility and publication of the winning application,

- a declaration accepting the obligation to make a declaration of assets,
- a declaration as to whether a conflict of interest as referred to in paragraphs (1)-(2) of Article 211 of Act I of 2012 on the Labour Code exists, indicating the nature and form of the conflict of interest (In the case of a conflict of interest, the employer exercising the employer's authority shall decide on the exemption and its conditions.)

Applicants will be provided with **an application documentation** containing the institution's:

- Articles of Association,
- Organisational and Operational Rules,
- basic operational indicators (budget figures, number of shows and performances, attendance, number of staff, technical and technical data on the facilities).

The call for applications is published: on www.kormany.hu and the website of the Ministry of Culture and Innovation.

Deadline for submission of applications: applications must be submitted within 30 working days of its publication on www.kormany.hu.

How to apply:

Applications should be submitted in person or by a representative with written authorisation to the Human Resources Department of the Ministry of Culture and Innovation (1055 Budapest, Szalay utca 10-14.) to Dr. Nikolett Palkovics, Legal Officer (tel.: +36 (1) 795 3838), during working hours, Monday-Thursday 8.00-17.00, Friday 8.00-14.00, at a pre-arranged time.

Information on the application will be provided by:

Regarding the application documentation: Tímea Bucsay, theatre arts officer (+36 (1) 8966141), from the Department of Arts.

Regarding information on submitting applications: Dr. Nikolett Palkovics, Legal Officer, Human Resources Department (tel. +36 (1) 795 3838).

The method, procedure and deadline for the evaluation of applications:

Pursuant to Article 5(1) of the Decree, the meeting of the technical committee evaluating the applications shall be held within 30 days of the deadline for submission. Pursuant to Article 6(1) of the Decree, the appointing authority, taking into account the opinion of the Technical Committee, shall decide on the filling of the post within 30 days of the meeting of the Technical Committee. In the light of the decision, the Ministry of Culture and Innovation shall announce the winner and publish the result on the website of the Ministry of Culture and Innovation at www.kormany.hu, in accordance with Article 6(3) to (5) of the Decree. The content of the application will not be disclosed to any person other than the contractor and the members of the evaluation committee without the prior consent of the applicant.

Unsuccessful applications will be returned after the decision has been taken. If the call for application process is unsuccessful, the call must be reopened within 60 days of the decision of ineffectiveness at the latest.

Budapest, 2023. 02. 13.

Csák János
Minister for Culture and Innovation