

The Opéra de Lille is recruiting *its Director*

5-year fixed-term contract under public law, renewable for 3-year periods

Based in Lille

Full time, cannot be combined with other functions

Start date: 1 July 2025

Residence expected in Lille or its region

Since its reopening in December 2003, following a complete renovation of the building, the Opéra de Lille has established itself as a leading opera house on a national scale. Openness is its primary ambition: openness to all repertoires, openness to current creative aesthetics and to emerging artists, openness to all audiences, openness to all the territories of the region and beyond, etc. With each new season, the project brings together a wide audience around an original and demanding programme, anchoring opera, dance and the messages it conveys in the imagination of an ever more attentive public.

With an approximate budget of 13 million euros, and a permanent team of 60 people, reinforced by 300 technical and artistic temporary workers (for a total of 100 FTE), the Opéra de Lille offers a hundred performances per season (opera, dance, concert) in its 1138-seat auditorium and in the Foyer, as well as numerous events designed to attract a large and diverse public. The Opéra de Lille is committed to presenting four productions a year.

The Opéra de Lille is a Public Establishment for Cultural Cooperation founded in 2007 by the Ville de Lille, the Métropole Européenne de Lille, the Région Hauts-de-France and the ministère de la Culture (Drac Hauts-de-France). It was established as a 'Théâtre Lyrique d'Intérêt National' in 2017, this label of ministère de la Culture being renewed in December 2022.

The Opéra de Lille is committed to a sustainable development approach that brings together teams, artists and partners in favour of an economic, social and environmental transition. It was awarded the international ISO20121 certification in 2021, and remains the only Opera in France to have obtained this label.

Missions

The Director of the Opéra de Lille will be responsible, under the authority of the President of the Board of Directors, for managing the establishment and, in this capacity, will have to

- Draw up and implement the ambitious artistic and cultural project of the establishment, in accordance with the specifications of the 'Théâtre Lyrique d'Intérêt National';
- Conceive the Opéra's artistic programme (opera, dance, concerts) in line with local/national issues and the public's expectations, and according to the establishment's human and financial resources;
- Define and implement the audience policy;
- Develop national and international collaborations, to guarantee the Opéra's influence;
- Consolidate the Opéra's territorial involvement in the region and in its cross-border dimensions;
- Ensure the strategic management of the Opéra in all its dimensions (artistic, technical, budgetary, administrative and managerial) with a harmonious and socially responsible management.

Profile

The Director should

- Have a solid knowledge of music, opera and dance and of the French and international artists who contribute to their excellence, and an original and innovative vision of what an opera house can be in the 21st century;
- Demonstrate successful experience in managing a team and an artistic project;
- Demonstrate a real managerial capacity that favours team dynamics as well as social dialogue and responsible quality management;
- Have a knowledge of professional and institutional networks on a national and international scale;
- Have an experience in dealing with public partners;
- Be able to develop strategies and forecasts, particularly in the context of sponsorship and the development of own resources;
- Have a good command of French (either proven or in the process of being acquired), and English.

Applications should be sent by email to the President of the Board of Directors of the Opéra de Lille at the following address: recrutement-direction@opera-lille.fr. An email will be sent to confirm that the application has been received.

**Deadline for receipt of applications:
21/07/2023.**

Applicants with disabilities are welcome.

Application

Candidates are invited to send a file in French including

- a curriculum vitae
- a note indicating their motivations and the main lines of the artistic and cultural project envisaged (limited to 3 pages)

A recruitment committee made up of representatives of the Opéra de Lille (elected officials and competent personalities) will make a pre-selection of applications during the summer of 2023.

The shortlisted candidates will have to put together a dossier in French, limited to 20 pages, based on a presentation of the expected missions of the future project and documents from the Opéra de Lille, to be submitted before 31 October 2023, describing:

- their artistic and cultural project for 5 years,
- its implementation methods,
- as well as their salary expectations.

The shortlisted candidates will then be received by the recruitment committee between 4 and 8 December 2023 (audition in French).

The appointment will be made by the President of the Board of Directors of Opéra de Lille on the proposal of the Board of Directors after 15 December 2023.

The Ministry of Culture and Communication and its public institutions are committed to promoting professional equality and preventing discrimination in their recruitment activities. A listening cell + warning and treatment unit is available to candidates or employees who feel that they have been subjected to a breach of equal treatment.

The information collected from applications is recorded in a computerised file and/or in paper format by the Opéra de Lille as part of the recruitment process.

It will be kept for a period of 1 year and is intended for the human resources department. In the event of recruitment, the data may be kept by the employer for the entire duration of the employment contract, extended by the legal retention period for documents related to the performance of the employment contract.

In accordance with the provisions of the GDPR, you may exercise your right of access, rectification, deletion, opposition to processing, limitation of processing and portability of data concerning you by contacting: dpo@opera-lille.fr. You also have the possibility of lodging a complaint with the supervisory authorities.