Terms and Conditions of the International Call for Applications for the Position of Photography Chief Curator at Fundación Mapfre

1. Organizing Entity

Fundación Mapfre is launching an international recruitment process to fill the position of **Photography Chief Curator**.

Fundación Mapfre is a private, nonprofit institution that, among other activities, runs a cultural program aimed at promoting public access to culture, the arts, and literature. In the field of photography, since 2009 the Fundación Mapfre has developed a program recognized for its international scope, for organizing retrospective exhibitions of major figures in the history of photography and established artists, and for consolidating projects related to research, dissemination, and education in the field of photography. In 2020, the Fundación Mapfre's KBr Photography Center opened in Barcelona, expanding its programming to include archival photography and emerging photography in collaboration with the city's schools; it also launched the biennial international KBr PhotoAward and an ambitious educational program.

The position covered by this call for applications is part of Fundación Mapfre's Culture Department, reporting to the Director of Arts&Culture, and will play a central role in the continuity, development, and national and international outreach of the Foundation's photography program, including activities carried out in Madrid and at the Fundación Mapfre KBr Photography Center in Barcelona.

2. Purpose of the Call for Applications

The purpose of these guidelines is to govern the international call for applications to select a professional with a recognized curatorial, academic, and/or institutional profile to assume the role of **Photography Chief Curator at Fundación Mapfre**.

This call for applications is issued by Fundación Mapfre in its capacity as a private entity and is governed by private law and general labor regulations, without the rules or procedures specific to public sector employment applying.

The selected candidate will be hired under a **permanent contract**, based primarily in Madrid, and must be available to travel both domestically and internationally.

The transition is planned to include a period of overlap with the current incumbent. This period, defined in clause 12, is intended to facilitate an orderly transfer of knowledge, institutional relationships, ongoing projects, and future planning for the photography program.

3. General Job Description

The Photography Chief Curator will be responsible for leading, developing, and shaping the Fundación Mapfre photography program in accordance with the strategic guidelines established by the institution.

The position requires a combination of intellectual excellence, curatorial vision, management skills, international experience, institutional judgment, leadership abilities, and a deep knowledge of the history and contemporary practice of photography.

The successful candidate must help maintain Fundación Mapfre's prestige as a leading institution in the field of photography, ensuring continuity with the program's established core principles while contributing a unique, rigorous, and contemporary perspective.

The duties and profile described in sections 3 through 5 will serve as a reference for evaluating applications.

4. Main Responsibilities

The selected candidate will assume, among others, the following responsibilities:

4.1. Curatorial Direction and Programming

a. Propose and oversee Fundación Mapfre's photography programming, in line with existing institutional guidelines.

b. Develop and/or oversee robust curatorial proposals grounded in research, historical knowledge, and a critical analysis of the international photographic context.

c. Identify artists, archives, collections, themes, and approaches relevant to the future development of the program.

d. Participate in the planning of exhibitions and projects, taking into account criteria of quality, feasibility, institutional relevance, and public impact.

4.2. Research, Content, and Publications

Oversee research related to Fundación Mapfre's photography exhibitions, collections, archives, and projects, as well as all texts derived from them (curatorial texts, essays, publications, catalogs, exhibition notes, and other specialized content), ensuring the intellectual rigor and quality of the content produced or promoted by the photography department.

4.3. Collection, Archives, and Institutional Relations

a. Participate in strategic planning regarding the Fundación Mapfre photography collection, including its growth, study, conservation, dissemination, and promotion.

b. Propose acquisitions, commissions, deposits, loans, or collaborations, in accordance with the Foundation's internal procedures.

c. Foster collaborative relationships with museums, art centers, archives, foundations, public and private collections, festivals, universities, and other national and international entities.

d. Represent Fundación Mapfre at forums, meetings, professional visits, and specialized events related to photography.

4.4. Team Leadership

a. Lead, guide, and support the team involved in the photography program, fostering a demanding, collaborative, and respectful work environment.

b. Foster a work culture based on quality, responsibility, rigor, active listening, and cross-departmental cooperation.

c. Contribute to the team's professional development by sharing knowledge and promoting the dissemination of curatorial,

methodological, and institutional standards, as well as the visibility of their work.

d. Facilitate coordination with external collaborators, guest curators, authors, artists, lenders, consultants, and specialized vendors.

4.5. Transition Period

During the transition period, coordinate with the current incumbent to ensure a smooth handover of projects, institutional relationships, and planning for the photography program.

5. Candidate Profile

This call for applications is open to national or international professionals with a proven and relevant track record in the fields of photography, art history, curatorial practice, collection management, research, publishing, criticism, or the direction of cultural projects related to the visual arts.

Particular consideration will be given to candidates who have worked in museums, art centers, foundations, or other prestigious institutions, and who can demonstrate a significant network of contacts in the international photography community.

6. Eligibility Requirements

Individuals who meet the following requirements may apply:

a. Have a proven professional track record in the fields of photography, art history, visual studies, curation, cultural management, research, or related disciplines.

b. Have experience working with artists, heirs, galleries, collectors, museums, archives, lending institutions, authors, publishers, and specialists.

c. Demonstrate leadership skills, team management abilities, cross-functional coordination, and the capacity for collaborative work.

d. Possess public communication and institutional representation skills.

e. Be available to reside or work on a permanent basis in Madrid and to travel frequently to Barcelona and abroad.

f. Demonstrate professional proficiency in spoken and written English.

g. For non-Spanish-speaking candidates, commit to acquiring a functional knowledge of Spanish and to undergoing intensive language training to reach a level sufficient for the day-to-day performance of the position within approximately two years of starting the role, with training support provided by Fundación Mapfre.

7. Required Documentation

Interested candidates must submit the following documentation:

7.1. Resume

An up-to-date resume, without a photograph or personal information not necessary for evaluation (such as age, marital status, or family situation), clearly including:

a. Academic background.

b. Professional experience.

c. Exhibitions curated or co-curated.

d. Publications, essays, catalogs, articles, or books.

e. Experience in team or project management.

f. Languages.

g. Major institutional collaborations.

h. Contact information.

7.2. Application Paper

An original, unpublished text written specifically for this call for submissions, with a maximum total length of **3,000 words**, and structured as follows:

a. Critical analysis of the Fundación Mapfre photography project since 2009—maximum 1,000 words

The candidate must present a well-reasoned opinion on the Fundación Mapfre photography project launched in 2009, identifying its main

strengths and weaknesses, as well as those aspects that, in the candidate's professional judgment, would have been approached differently.

b. Proposal for Fundación Mapfre — maximum 1,000 words

The candidate must formulate a proposal for the future of the Fundación MAPFRE photography program, building on the guidelines already established.

c. Activity program for the first year — maximum 1,000 words

The candidate must propose a program of exhibitions and other related activities for one year (taking into account Fundación Mapfre's two locations in Barcelona and Madrid).

7.3. Essay on Leadership and Team Management

A text of no more than **500 words** in which the candidate highlights their experience in managing, coordinating, or leading teams, specifying the types of teams led, the institutional or professional context, and their understanding of leadership.

7.4. Three original texts or essays

Three texts, essays, articles, or chapters from catalogs or publications written by the candidate that have been significant in their career.

They may be submitted in Spanish, English, or another language, provided that the bibliographic or editorial reference is clearly identified and, where applicable, the context in which they were published.

8. How to Submit Applications

Applications must be submitted in digital format to the email address drrhhfundmap@mapfre.com within the deadline specified in these guidelines.

The documentation must be submitted in PDF format.

The subject line or reference for the application must indicate: **Call for Applications: Photography Chief Curator – [Candidate's first and last names]**

Applications will not be accepted after the submission deadline has passed.

Fundación Mapfre reserves the right to exclude any applications that do not meet the formal requirements set forth in these guidelines, that contain

inaccurate or unverifiable information, or that do not include the required documentation.

9. Selection Process

The selection process will be conducted by Fundación Mapfre, which may seek specialized internal and/or external advice.

The process may include the following phases:

a. Formal review of the applications received.

b. In-person or remote interviews.

g. Selection proposal and notification to the chosen candidate.

Fundación Mapfre may adapt the process based on the number and profile of applications received, without this implying a substantial modification of the call for applications.

Detailed evaluation criteria and internal weightings will not be made public; they will be documented internally by Fundación Mapfre. The final decision rests with Fundación Mapfre, based on the institutional needs of the position and the overall suitability of the selected candidate.

Fundación Mapfre may declare the call for applications void if it determines that no candidate meets the appropriate qualifications for the position.

10. Communication with Applicants

Fundación Mapfre may communicate with candidates via the email address provided in their application.

Participation in the process does not entitle candidates to receive individualized information regarding internal deliberations or the other applications submitted.

Shortlisted candidates will be contacted to proceed to the next stages of the process.

Once the process is complete, Fundación Mapfre will notify unsuccessful candidates of the outcome, without this implying any obligation to provide

individual reasons for the decision or to disclose information about other applications.

11. Tentative Schedule

The final schedule will be published or communicated when the call for applications opens. As a general guide, the following outline is anticipated:

a. **Publication of the call for applications:** November 25, 2026

b. **Application period:** From November 25, 2026, until 11:59 p.m. (CET) on January 10, 2027

c. **Selection decision:** April 30, 2027

d. **Expected start** date**:** to be agreed upon (deadline: September 1, 2027) in order to ensure the overlap period, as defined in Rule 12, with the current incumbent.

This schedule may be modified by Fundación Mapfre for organizational, technical, or institutional reasons, without this giving rise to any right to indemnification or compensation on the part of the candidates.

12. Job Requirements

a. **Job title:** Photography Chief Curator.

b. **Contract type:** permanent contract.

c. **Primary location:** Madrid.

d. **Geographic availability:** frequent travel to Barcelona, particularly to the KBr Fundación MAPFRE Photography Center, and abroad.

e. **Start Date:** Tentatively scheduled for between June and September 1st, 2027, depending on the timeline of the hiring process and transition needs.

f. **Transition period:** between 6 and 9 months of overlap with the current incumbent, to ensure an orderly handover of projects, relationships, programming criteria, and institutional knowledge.

g. **Compensation and other employment conditions:** These will be communicated, if applicable, during the selection process. Candidates will not be asked for information regarding their current or previous

compensation. The terms and conditions will be formalized in accordance with applicable labor regulations and Fundación Mapfre's internal policies.

h. **Residence and work permits:** For candidates who are not nationals of a European Economic Area (EEA) country or Switzerland, employment will be contingent upon obtaining the corresponding residence and work permits in Spain.

i. **Probationary period:** Employment will be subject to the probationary period provided for in the applicable collective bargaining agreement.

13. Accuracy of Information

By submitting an application, the candidate guarantees the truthfulness, accuracy, and currency of all information and documentation provided.

Fundación Mapfre may request any supporting documentation it deems necessary to verify the information provided.

Any falsehood, material inaccuracy, omission, or inability to substantiate the claimed qualifications may result in the exclusion of the application or, where applicable, in the appropriate legal measures.

14. Intellectual Property and Use of Submitted Materials

The texts, essays, publications, and materials submitted by candidates are provided exclusively for the purpose of evaluating the application.

The candidate guarantees that the submitted materials are their own work or that they hold the necessary rights or authorizations for their submission within the framework of this call for applications.

Fundación Mapfre will not acquire any rights to exploit such materials merely by virtue of their submission, unless expressly authorized in writing by the candidate.

15. Confidentiality

Fundación Mapfre will treat the documentation received with due confidentiality and will use it exclusively for the administration of this call for applications and the selection process. Fundación Mapfre will not disclose to third parties or other

applicants any information regarding the applications submitted or the progress of the process, except to the selected candidate to the extent necessary for their onboarding, and without prejudice to the legal obligations and the rights recognized by data protection regulations for each applicant with respect to their own data.

All individuals involved in the process must maintain confidentiality regarding applications, deliberations, documents, and any non-public information to which they have access.

16. Protection of Personal Data

The personal data provided by candidates will be processed by Fundación Mapfre for the purpose of managing their participation in this call for applications and, where applicable, the corresponding selection process.

The candidate is hereby informed that the data provided may be processed by the internal departments of Fundación Mapfre involved in managing the process and, when necessary, by consultants or collaborators participating in the process, subject to the corresponding confidentiality agreements. Furthermore, in the later stages of the process, Fundación Mapfre may request professional references, after first notifying the candidate.

The candidate warrants that the information provided is accurate and up to date. If the candidate provides information about third parties, the candidate warrants that they have informed those individuals in advance and has sufficient grounds for disclosing such information.

The legal basis for the processing is the implementation of pre-contractual measures at the candidate's request. The data will be retained for the duration of the process and, once it is completed, for the period necessary to address any potential legal liabilities, unless consent is given for its retention for future processes. In the event that service providers located outside the European Economic Area are involved, international transfers will be carried out in accordance with the safeguards set forth in Regulation (EU) 2016/679. The candidate may contact the Data Protection Officer at dpo@fundacionmapfre.org and file a complaint with the Spanish Data Protection Agency.

The data subject may exercise their rights of access, rectification, erasure, restriction of processing, objection, and data portability by contacting the

Corporate Privacy and Data Protection Office at Carretera de Pozuelo, 52, 28222 Majadahonda, Madrid, or by writing to OCPPD@mapfre.com

You can view the Fundación Mapfre privacy policy at https://www.fundacionmapfre.org/fundacion/es_es/politica-privacidad

17. Equal Opportunity

Fundación Mapfre will promote a selection process based on the principles of merit, ability, professional suitability, equal treatment, and non-discrimination.

No form of discrimination will be tolerated on the basis of birth, racial or ethnic origin, sex, religion or beliefs, opinion, age, disability, sexual orientation, gender identity or expression, sexual characteristics, marital status, illness or health condition, language, socioeconomic status, or any other personal or social condition or circumstance protected by applicable law. Candidates with disabilities may request the reasonable accommodations they need to participate in the process on an equal footing.

18. Disclaimer

Fundación Mapfre is not liable for technical errors, communication failures, problems accessing the platform, Internet outages, loss of information, incomplete submissions, or any other technical issues that may affect the submission of applications, unless such issues are directly attributable to Fundación Mapfre.

Candidates are responsible for submitting a complete application by the established deadline and for retaining proof of submission or receipt when the system allows it.

19. Modification, Suspension, or Cancellation of the Call for Applications

Fundación Mapfre reserves the right to modify, suspend, extend deadlines, cancel, or rescind this call for applications when organizational, institutional, technical, or force majeure reasons so warrant.

Any relevant modification will be communicated through the channels that Fundación Mapfre deems appropriate.

The modification, suspension, or cancellation of the call for applications shall not entitle applicants to any indemnification or compensation.

20. Acceptance of the Terms and Conditions

Submission of an application implies full acceptance of these terms and conditions.

The candidate accepts the decisions made by Fundación Mapfre within the framework of the selection process, without prejudice to any rights to which they may be legally entitled.

21. Governing Law and Jurisdiction

This call for applications shall be governed by Spanish law.

For any dispute that may arise from the interpretation or application of these rules, the parties shall submit to the courts and tribunals that have jurisdiction in accordance with applicable law.

22. Information and Inquiries

Inquiries regarding this call for applications must be directed exclusively to:drrhhfundmap@mapfre.com , with the subject line: **Call for Applications for Chief Photography Curator – Inquiry**

Fundación MAPFRE does not guarantee a response to inquiries received through channels other than the one indicated or submitted after the established deadline.