

**Hogeschool  
der Kunsten  
Den Haag**

**University  
of the Arts  
The Hague**

**Koninklijk  
Conservatorium  
Royal Conservatoire**

**Koninklijke Academie  
van Beeldende Kunsten  
Royal Academy of Art**

The Royal Conservatoire (KC) has a vacancy as from September 1 2026 for the position of

### **Head of ArtScience (0.4 fte)**

Vacancy number: 26-025

#### **What will you do**

As the Head of the Master in Music ArtScience, you function between the educational department with teachers and students, and the organisation. On one hand, you lead the department in developing and supporting a healthy and inspirational environment for both teachers and students. On the other hand, you dedicate time to the managerial processes and contribute to policy development, such as periodic educational evaluations, accreditation processes, budget management, and HR tasks such as staff performance appraisals. You bring your work together in annual plans and reports that are informed and discussed in both the direction of the department and the organisation.

You will recognize the qualities in the current curriculum and take it forward to a progressive and distinctive educational program, closely aligned with the latest developments in professional practice. You will also be leading the process of implementing a number of important recently designed (administrative and/or educational) changes in the department. With an eye for both constructive continuity and the need for renewal, you are to further develop the educational vision, organizational structure and curriculum.

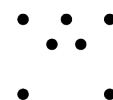
You create a balanced composition of the teaching team and ensure that appealing teachers commit to the program. You are responsible for the daily implementation of education, where you are supported by a coordinator for organisational and production matters. If possible, you will also provide some of the teaching yourself.

You collaborate closely with and within the academic organisation as well as with external parties, like Leiden University. You are charged with a range of tasks, such as the chairing of meetings, monitoring teachers' annual workload, supervising exams and guiding events like the Open Day and the Graduation Festival.

#### **Your profile**

##### *Leadership and management*

- You are an experienced and collaborative leader who can guide a diverse team of teachers and support staff in a higher education environment.
- You create a supportive and inspiring working and learning environment for students and staff, with attention to social safety, inclusion and diversity.
- You have experience with team leadership, HR processes and staff development, including conducting performance appraisals and supporting professional growth.
- You are able to oversee organisational processes, manage competing priorities and translate strategic goals into concrete actions for the department.
- You communicate clearly, listen actively and are able to facilitate constructive dialogue within a team.
- You combine decisiveness with empathy and have the authority to lead while fostering collegial collaboration.
- You enjoy engaging with students and are committed to the development of the next generation of artists;



- You have organisational qualities and are a team builder and motivator;
- You are an inspiring leader who communicates easily with teachers and young people who knows how to inspire and support young people in their ambitions;
- You are a connector: you are able to listen carefully, communicate clearly and efficiently, and you are easily approachable. You are a diplomat;
- You are dedicated as much to the arts in general as to the educational culture within the KC.

#### *Educational and organisational vision*

- You have a clear and well-argued vision on art, music and art education that aligns well with the ideas and needs within the KC. Your vision is indicated through publications, lectures and other public appearances and engagements.
- You are ready to develop, discuss and defend the ArtScience department's vision and policies both within and outside the Conservatoire and the University of the Arts;
- You have a solid vision of international developments in the field and are able to translate this into an innovative educational program, together with the teachers and the educational office;
- You are able to facilitate curriculum development processes together with teachers and translate educational vision into sustainable programme structures.

#### *Sector knowledge and networks*

- You are familiar with developments in ArtScience, performance art, and music.
- You understand the dynamics of higher professional education (HBO) in the Netherlands and the European context.
- You have an active national and/or international professional network relevant to the field and are willing to use this network to strengthen the programme and its connections to the professional field.

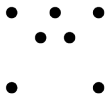
#### *Qualifications and practical requirements*

##### *Experience*

- You have a relevant track record as an artist, curator and/or art educator;
- You are well-acquainted with the Dutch and European systems for higher professional education and contemporary didactics in (art) teaching;
- You have acquired ample management skills in comparable organisations;
- You have an excellent national and international network in the art world that you are ready to deploy for the benefit of the department and the KABK / KC;
- You have knowledge of and/or affinity with developments of ArtScience in an (inter)national context;
- You have experience in higher arts education, in curriculum development, conducting research and preparing students for professional practice;
- For this position a MA-level is required;
- You master the English and Dutch language;
- You live in The Netherlands.

#### **About the Master ArtScience**

The ArtScience master program explores the intersection of art, science, and technology through experimentation, research, and sensory inquiry. Situated within the musical context of the Royal Conservatoire in The Hague, it brings together students and faculty from diverse backgrounds to cultivate new forms of practice and understanding. ArtScience functions as a transdisciplinary laboratory where making, thinking, and sensing are inseparable, and where sound, perception, and embodiment form key points of departure.



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Building on the Conservatoire's musical environment, the program positions sound not as a specialization but as a foundational mode of thinking. Students develop sonic–spatial intelligence — the ability to organize perception, time, and form through listening and spatial awareness. This orientation does not imply instrumental training; rather, sound operates as a conceptual and structural medium that supports imaginative and investigative work across disciplines.

The two-year program is open to candidates with prior education in the arts or sciences who demonstrate affinity with sound as a conceptual and perceptual field. Students enter with a Master Project Plan outlining their research and professional trajectories and are encouraged to move fluidly across media, treating artistic creation as inquiry and scientific investigation as a creative act. Particular emphasis is placed on perception, embodiment, and sound as ways of structuring knowledge.

A central focus is the integration of artistic knowledge and scientific inquiry. Students develop hybrid research approaches that combine experimentation, reflection, and sensory investigation, embedded in studio work, supervision, seminars, and critique. Interdisciplinary dialogue and deep listening shape the pedagogical environment, supported by iterative making, structured feedback, and reflective mentoring. Collaboration and process-based learning define the program's culture. Students work through cycles of making, presentation, and revision, developing adaptive methodologies responsive to technological and societal contexts. Partnerships with the Royal Academy of Art and other Conservatoire programs — particularly Composition and Sonology — enrich the learning environment, while public presentations and external collaborations support professional integration.

The program ultimately prepares graduates to shape new ways of sensing, thinking, and creating, contributing to artistic research and cultural discourse.

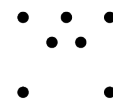
#### **About the Royal Conservatoire**

The Royal Conservatoire (KC) and the Royal Academy of Art (KABK) together form the University of the Arts The Hague, offering a wide range of art and music programmes to around 1,800 students. The University also runs preparatory programmes in collaboration with primary and secondary schools.

In partnership with Leiden University, the Academy of Creative and Performing Arts (ACPA) offers minor programmes, master's degrees, and doctoral trajectories. Studying at the Royal Conservatoire means joining the oldest conservatoire in the Netherlands, where innovation and experimentation go hand in hand with tradition and craftsmanship. Our internationally renowned teachers — performing artists and scholars — provide an inspiring environment where education, research, and professional practice are deeply intertwined.

In early 2022, the Conservatoire moved into Amare, its new state-of-the-art home in the heart of The Hague, shared with the Residentie Orkest and Nederlands Dans Theater. Since 2024, the University of the Arts The Hague has been a proud member of the European Universities Alliance IN.TUNE – Innovative Universities in Music & Arts in Europe ([www.intune-alliance.eu](http://www.intune-alliance.eu)).

Further information about the Royal Conservatoire can be found at [www.koncon.nl](http://www.koncon.nl).



### **What we offer**

At first, we offer a contract for one year. The position is classified as salary scale 13 under the Collective Agreement for Higher Professional Education (cao Hbo) with a maximum of € 8.020,60 gross per month based on fulltime. The level of your salary depends on your education and work experience. Furthermore, we offer a holiday allowance of 8% and a fixed end-of-year bonus of 8.3%; generous holiday leave, part of which is to be taken during school holidays; and good study and development opportunities.

### **How to apply**

Please email your CV and a cover letter **no later than the 4<sup>th</sup> of June 2026** to [werving@hdkdenhaag.nl](mailto:werving@hdkdenhaag.nl), mentioning **vacancy number 26-025**. First round of interviews will probably be scheduled in the second week of June 2026.

If you would like to learn more about the position first, Lies Colman, Director of the Royal Conservatoire ([l.colman@koncon.nl](mailto:l.colman@koncon.nl)), will be pleased to provide you with further information. For more information about the Royal Conservatoire, visit our website, [www.koncon.nl](http://www.koncon.nl).

This vacancy is advertised both internally and externally simultaneously. In the event of equal suitability, internal candidates will be given priority for this position. We do not appreciate unsolicited applications in response to this vacancy; however, sharing the vacancy is, of course, welcome. Please note that candidates need to have a work permit for the Netherlands.

*Within the University of the Arts, we are working to create a community in which diversity and inclusion are the basic principles. We want the uniqueness of each individual to be recognised and welcomed within the school. We therefore invite you to apply and are curious to know who you are.*