



**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 of The Hague is looking for a

Head of Professional Integration (0.6 FTE)

Vacancynumber: 25-009

What will you do?

As Head of Professional Integration (professional career preparation – see www.koncon.nl/en/professional-preparation) you will lead the daily management and further development of the NAIP (New Audiences and Innovative Practices) master's programme, a small and innovative study track within the Master of Music programme with an average of 12 students. Additionally, you will be responsible for all aspects of professional integration within the Master of Music programme, leading a team with a Professional Integration Coordinator and a group of lecturers/coaches. You will recognize the strengths of the current curriculum and, where necessary and in consultation with your team, further develop it into a progressive and distinctive educational programme that closely aligns with the latest developments in the professional field. You will also play an important role in the further development of professional integration in the Bachelor of Music and Bachelor of Music Education programmes. You will be responsible for the daily implementation of the education and, if possible, will also teach a part of the programme yourself. Together with the other heads of the educational departments, you will be jointly responsible for the education and research policy of the Royal Conservatoire and will advise the management on educational developments. You will establish contacts with partners, ensembles, and organizations both within and outside the conservatoire to set up educational activities. You will oversee the departmental budget and financial management.

What do you bring?

- You have a broad overview of the performance practice for musicians in a contemporary professional context.
- You have a strong vision on creativity and innovation, interdisciplinarity and socially engaged artistic practices.
- You are well informed about the discussion around the role of Higher Music Education in society and the recent developments in the Performing Arts and in the field of artistic research in a conservatoire context.
- You are deeply interested in fostering innovation in educational programmes in higher music education.
- You are open to develop new educational formats and contents in a direct contact with students, alumni and professional and societal environments.
- You explore existing roles of musicians and especially the role of repertoire in higher music education and professional practice.
- You have an extensive Dutch as well as an international network.
- Strong verbal and written proficiency in both Dutch and English.
- You have a master diploma from a higher music education institution.
- Preferably experience as an active musician and as a teacher with extensive subject knowledge.
- Strong management skills, several years of leadership experience; you are a team builder and you know how to motivate people.
- A vision on didactic skills and educational innovation in a conservatoire context.
- Inspiring leadership, a clear and accessible communication style, and an inspiring attitude that supports and motivates teachers and young people in their ambitions.
- Experience with operational processes (Finance, HR) and/or a willingness to further develop yourself in these areas.
- Experience with and knowledge of (organizing and supervising) projects, in collaboration with educational and production support services.



What do we offer?

A versatile position in an organization with plenty of room for personal input and ample opportunities for further development. The position is classified in scale 13 of the collective labor agreement (cao-hbo). The cao-hbo includes a generous leave scheme, an 8% holiday allowance, and an 8.3% end-of-year bonus. Additionally, you can participate in a health insurance plan and/or disability insurance under favorable conditions.

Our organization

Studying at the Royal Conservatoire (KC) means studying at the oldest conservatoire in the Netherlands, where experimentation and innovation go hand in hand with tradition and craftsmanship. It is an inspiring learning environment where international top musicians and dancers teach. Education and research focus on creating, recreating, and performing. This takes place both in-house and externally, with other organisations, institutions, and professionals. The learning environment and professional music and dance practice are continuously intertwined. The programmes are based on a strong three-pillar foundation of education, research, and production. These elements form the DNA of the institution.

The Royal Conservatoire, together with the Royal Academy of Art, forms the University of the Arts The Hague. They offer HBO bachelor's and master's education, various preparatory courses, and, in collaboration with Leiden University, elective courses and a PhD programme. The Royal Conservatoire is housed in the new cultural center Amare, which opened its doors in September 2021. Since 2024, the University has been part of the European Universities Alliance IN.TUNE - Innovative Universities in Music & Arts in Europe (www.intune-alliance.eu).

At the Royal Conservatoire, we endeavour to prepare musicians and dancers as well as possible for their future professional career. In light of changes in professional practice and various recent developments, preparation for professional practice, active collaboration with and integration in the profession and the development of entrepreneurial skills are more important than ever. Students at our institution are prepared in various ways for the constantly changing national and international professional practice. One of the basic principles of our education is to train musicians and dancers to the highest possible artistic standard and so enable them to compete on the international labour market. We also understand how important it is for students to come into contact with professional situations during their studies through intensive collaborations with professional partners. We attach great value to the development of entrepreneurship and professional skills, and continuously evaluate whether those elements are properly integrated into the curriculum. We also invite the students themselves to actively think about their future careers and to demonstrate their ability to function as 'reflective practitioners' in the profession.

New Audiences and Innovative Practice (NAIP) is a 2-year master programme designed for enterprising musicians who reach out to new audiences and innovate the performance practice of music through experimentation and research. During the programme, students prepare for a future musical career by developing a striking portfolio.

Information and application

For more information about the position, you can contact Lies Colman, Director of the Conservatoire, at l.colman@koncon.nl. Applications, including a curriculum vitae and motivation letter, should be submitted no later than Sunday, **April 4, 2025**, via werving@hdkdenhaag.nl, mentioning vacancy number: **25-009**. The interviews will take place in the second and third weeks of April 2025 (probably 7th and 17th of April next).

This vacancy is published both internally and externally. In case of equal suitability, internal candidates will be given priority for this position. We do not appreciate acquisition in response to this vacancy, but sharing the vacancy is encouraged.

Within the University of the Arts, we are working towards a community where diversity and inclusion are fundamental. We want to ensure that the uniqueness of each individual is recognized and welcomed within our University. Therefore, we warmly invite you to apply and look forward to getting to know you.