

**PLUS ONE Executive Search is searching
a Head of Early Music Department at The Royal Conservatoire The Hague (0,8 FTE)**

As Head of the Early Music Department, you will lead one of the world's foremost programmes for Historically Informed Performance. You will guide the artistic and educational development of the department's Bachelor's and Master's programmes, ensuring their continued excellence and international relevance.

You will build on the strengths of the current curriculum and shape it into a forward-looking, distinctive, and internationally connected programme that reflects the latest developments in the professional field. In this role, you will lead the artistic vision and daily operations of the department, working closely with a coordinator who supports organisational and logistical matters.

The Early Music Department of the Royal Conservatoire enjoys an international reputation as one of the largest and most influential programmes of its kind. For fifty years, it has been a unique breeding ground for talent in Historically Informed Performance.

Music from the Middle Ages to the Early Romantic period is taught by leading specialists who are active as performers and researchers around the world.

Collaborations with professional partners such as the Orchestra of the Eighteenth Century (Side-by-Side project), Holland Baroque, and institutions within the IN.TUNE alliance are central to the department's profile. Initiatives such as the Ton Koopman Academy and performances in the Musica Antica concert series offer students valuable opportunities for artistic and professional growth. (www.intune-alliance.eu)

Increasingly, the department collaborates with other disciplines within the Conservatoire, integrating education and research in both the Bachelor's and Master's programmes. Its high standards ensure that graduation from the Royal Conservatoire is internationally recognised as a mark of excellence.

Mission and Vision of the Early Music Department

As a leading centre for early music education and performance, the KC aims to cultivate a profound appreciation for historical musical traditions while encouraging innovation and creativity. With its focus on collective practice, the department offers a state-of-the-art early music theory and skills curriculum based on historical music pedagogy. The department encourages students to question artistic choices, pursue research and experimentation, and develop thoughtful, personal performances.

The Early Music Department offers peer-learning in a respectful, socially safe, and inspiring environment within a truly international community of students, teachers, and alumni. It combines historical awareness with curiosity and innovation, ensuring that studying early music at the Royal Conservatoire is a worldwide recommendation.

The department also looks beyond the traditional view of historical Western music. Folk music, music composed by women, contemporary works for historical instruments, and hybrid forms of Western and non-Western traditions are explored through projects, research, lectures, and concerts such as the Early Music Open Stage, the Early Music seminars, and the annual Crossing Bridges symposium.

Responsibilities

In this role, your key responsibilities include:

- Developing and implementing the artistic and educational strategy of the department, ensuring an innovative, internationally relevant curriculum.
- Ensuring the highest quality of teaching and learning, supporting a forward-thinking, student-centred approach.
- Providing inspirational leadership: supervising staff recruitment, professional development, and performance evaluation while fostering a culture of trust, transparency, and collaboration.
- Managing the departmental budget and overseeing efficient organisation at artistic, educational, and managerial levels.
- Strengthening collaboration within the Conservatoire and with external professional partners, both nationally and internationally.
- Guiding and stimulating research, experimentation, and creative inquiry within the field of early music.
- Representing the department internally and externally, maintaining strong relationships with the professional community.
- Attending examinations, often as chair of the Committee of Examiners.
- Working closely with other Heads of Department on Conservatoire-wide mission, vision, and policies for Artistic identity, education and research, and advising the management team on institutional development.

You will be highly visible and engaged within the department, creating an atmosphere of openness, inclusion, and trust. Regular communication with teachers and students is an essential part of your leadership – inviting their ideas, feedback, and concerns and responding constructively.

Profile and Qualifications

As an inspiring and visionary leader, you are deeply committed to excellence in early music education. You value in-depth education in historical repertoire and performance practice as an essential contribution to today's music world. You bring artistic credibility, educational insight, and a collaborative spirit – ideally grounded in your own experience as a performer.

You combine strategic and organisational vision with the ability to motivate and guide a diverse team. Your leadership is transparent, collegial, and supportive, fostering ownership and cooperation among staff and students alike. As a manager of the department, you bring analytical as well as practical skills enabling you to translate ideas into practical implementation.

You are deeply committed to an inclusive learning environment in which all students and staff – regardless of background, gender, or cultural perspective – feel respected and represented. You model openness, approachability, and integrity in your daily interactions.

You recognise and uphold the spirit and pedagogical approach of the department, which values:

- Self-motivation, self-determination, and individual artistic development.
- Respectful communication and collegiality at all levels throughout the school.
- Collaborative projects within and beyond the Conservatoire.
- Self-driven research and experimentation, improvisation, and inter-disciplinary exploration.
- Open dialogue on professional ethics and cultural responsibility.
- An egalitarian teaching and learning environment as stated in the Codes of Conduct and Integrity of the Royal Conservatoire.

In addition, you bring:

- A clear vision on international developments in early music and the ability to translate this into an innovative curriculum, with a strong commitment to continuous development at both department and conservatoire level.
- Insight into current developments in the performing arts and higher music education, including artistic research and professional preparation of students.
- A strong, relevant national and international network, and the willingness to use it for the benefit of the department.
- Familiarity with higher music education (Higher Professional Education level), including curriculum development, artistic research, and professional preparation of students;
- Experience with the financial and business aspects of arts education, including budgeting, fundraising, and grant applications.
- Excellent communication skills in English and Dutch, or the willingness to acquire these languages quickly.

Job Offer

This unique role offers a varied and influential position in a close-knit, dedicated team, with ample scope for your own initiative and professional growth. The starting date for this opportunity is August 2026.

The position based on 0,8 FTE is valued in scale 13 of the CAO HBO, with a maximum salary of EUR 7,495.89 gross per month (full-time), which may be indexed per 2026.

The appointment and remuneration will be in accordance with the (Higher Professional Education - HBO) Collective Labour Agreement (CAO).

An excellent package of secondary terms of employment is provided, including a generous leave scheme, 8% holiday allowance, and 8.3% end-of-year bonus. You can also participate on favourable terms in health insurance and/or disability insurance schemes.

Information and application

The Royal Conservatoire is assisted in this search by PLUS ONE Executive Search.

For questions about the position, please contact Victorine van Manen at

victorine@plusone-executivesearch.nl.

To apply, please send your curriculum vitae and motivation letter no later than **Wednesday December 24th 2025** to info@plusone-executivesearch.nl, quoting "Head of Early Music" in the subject title.

Interviews are scheduled for **Tuesday 10th March** and **Thursday 19th March 2026** in The Hague. Early application is appreciated.

The Royal Conservatoire values diversity and inclusion and warmly welcomes applicants from all backgrounds.

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).

Further information about the Royal Conservatoire can be found at www.koncon.nl.