



Prague Spring, public-benefit corporation, announces an open selection procedure for the position of Director of Prague Spring, public-benefit corporation

Your responsibilities will include:

- Leading and developing the [Prague Spring International Music Festival](#), [Prague Spring International Music Competition](#) and [Rudolf Firkušný Piano Festival](#) (hereinafter referred to as the Festival) – in terms of programming, organisation and finance;
- Formulating and implementing long-term strategy and vision of the Festival in dialogue with the Festival team and the Festival's Artistic Board and Board of Directors;
- Building and developing relations with partners, donors, institutions and the media in the Czech Republic and abroad;
- Coordinating the work of the Festival team and leading it in an inspiring and responsible manner;
- Being responsible for the financial management of the Festival, budget preparation and sustainability;
- Actively seeking new sources of funding;
- Being one of the principal representatives and public faces of the Festival towards the public, the professional community, and the international audience.

Requirements:

- Completed university education in a Master's study programme;
- Integrity*;
- Experience in managing working teams;
- Knowledge of the principles of operation and financing of non-governmental non-profit organisations;
- Knowledge in the field of activity and focus of the organisation;
- Ability for long-term conceptual work;
- Knowledge of relevant laws and other regulations;
- Active command of the English language;
- Ability to communicate with the professional community and the media, including at international level.



* A person does not meet the requirement of integrity if they have been finally convicted of an intentional criminal offence committed in connection with the activity of a state-subsidised organisation or a similar activity, or of a criminal offence against property, unless such person is deemed not to have been convicted.

We offer:

- Full-time employment;
- Adequate salary;
- 25 days of annual leave;
- Company car for business and private use.

The application for the position must contain:

- Identification of the selection procedure – “Director of Prague Spring”;
- First name, surname, academic title, date and place of birth, nationality, permanent address, contact address, telephone, e-mail, date and handwritten signature.

The following documents must be attached to the application:

- A structured curriculum vitae containing details of previous employment and experience, professional knowledge and skills, in English;
- A covering letter in English;
- A concept for the activity and further development of the Prague Spring, public-benefit corporation, drawn up in a scope of no more than 15 standard pages and in the structure specified in the annex to this advertisement, in English;
- Consent to publication of the submitted concept;
- Consent to the processing of personal data to the extent of publication of the identification data “first name and surname” of the candidate on the website of the Prague Spring, public-benefit corporation, pursuant to Article 6(1)(a) of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) and in accordance with Act No. 110/2019 Coll., on the Processing of Personal Data;
- A certified copy of the highest educational attainment (certified copy in the case of submission by post or in person, or authorised digital conversion in the case of submission via a data mailbox);
- An original extract from the criminal record not older than 3 months (foreign nationals shall submit an equivalent document).



In addition, Czech nationals born before 1 December 1971 shall also submit:

- A negative lustration certificate pursuant to Act No. 451/1991 Coll.;
- A statutory declaration of activities in the period from 25 February 1948 to 17 November 1989 within the meaning of Section 2 of Act No. 451/1991 Coll.

Contact person

Kateřina Schmidtová

+420 607 879 792, schmidtova@festival.cz

The selection procedure will be conducted in two rounds. In the first round, the Selection Committee will evaluate the candidates on the basis of submitted documents – i.e. the concept, curriculum vitae and covering letter. Only those candidates who achieve a minimum of 75 points out of 100 possible points will advance to the second round. In the second round, the Selection Committee will evaluate the candidates on the basis of a personal interview.

Please note:

The selection procedure will be conducted in accordance with rules to be approved by the Board of Directors of the Prague Spring, public-benefit corporation; the organizer reserves the right to cancel the selection procedure at any time during its course.

Prague Spring, public-benefit corporation, supports gender equality and diversity across its workplaces.

All personal data are processed in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (“GDPR”), and in accordance with Act No. 110/2019 Coll., on the Processing of Personal Data.

The personal data processing consent required by Prague Spring, public-benefit corporation, may be withdrawn by the candidate at any time. As a data subject, the candidate has the right to request from Prague Spring, public-benefit corporation, as controller, access to their personal data, the right to request from the controller the rectification or updating of such personal data, and, finally, the right to request from the controller the erasure of their personal data. Reference to the applicable legislation is available here:

<https://www.zakonyprolidi.cz/translation/cs/2019-110?langid=1033>

Commencement date: no later than **1 January 2026**.



Candidates shall deliver their applications with attachments so that they are received by Prague Spring, public-benefit corporation, **no later than 20 October 2025 inclusive**, by one of the following means:

- in electronic form via the **data mailbox: edznpb2**;
- by postal service operator to: **Pražské jaro, o.p.s., Hellichova 18, 118 00 Praha 1, Czech Republic.**

The data message (or envelope) containing the application with attachments must be marked: **“Do not open – Selection procedure for the position of Director of Prague Spring, public-benefit corporation” / „Neotevírat – Výběrové řízení na pozici ředitele/ředitelky Pražského jara, o.p.s.**

Annex

Outline of the concept for the medium-term horizon (6 years):

1. Mission, vision and shared values
2. Strategic objectives:
 - a) Strategy for professional activities,
 - b) Investment strategy,
 - c) Financial strategy,
 - d) Human resources strategy,
3. Business and marketing strategy
4. Assessment of the current state of the organisation
5. Long-term objectives (beyond the medium-term horizon)

Verbal characterisation of the strategic management document:

- Characterises the organisation’s mission, offers a vision for the medium-term horizon and defines shared values;
- Describes the baseline situation, delineates the target state at the end of the medium-term horizon, and indicates long-term strategic objectives;
- Answers fully and exhaustively the questions of changes to the organisational structure and justifies them with factual arguments;
- Presents a set of proposed measures of a professional, cultural, financial, operational and property nature;
- Is based on a credible analysis of the internal and external environment and, where appropriate, other suitable analytical tools;
- Grounds the objectives for the long-term time horizon exclusively on the prolongation of reasonable expectations of future developments.

In Prague on 2 September 2025

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