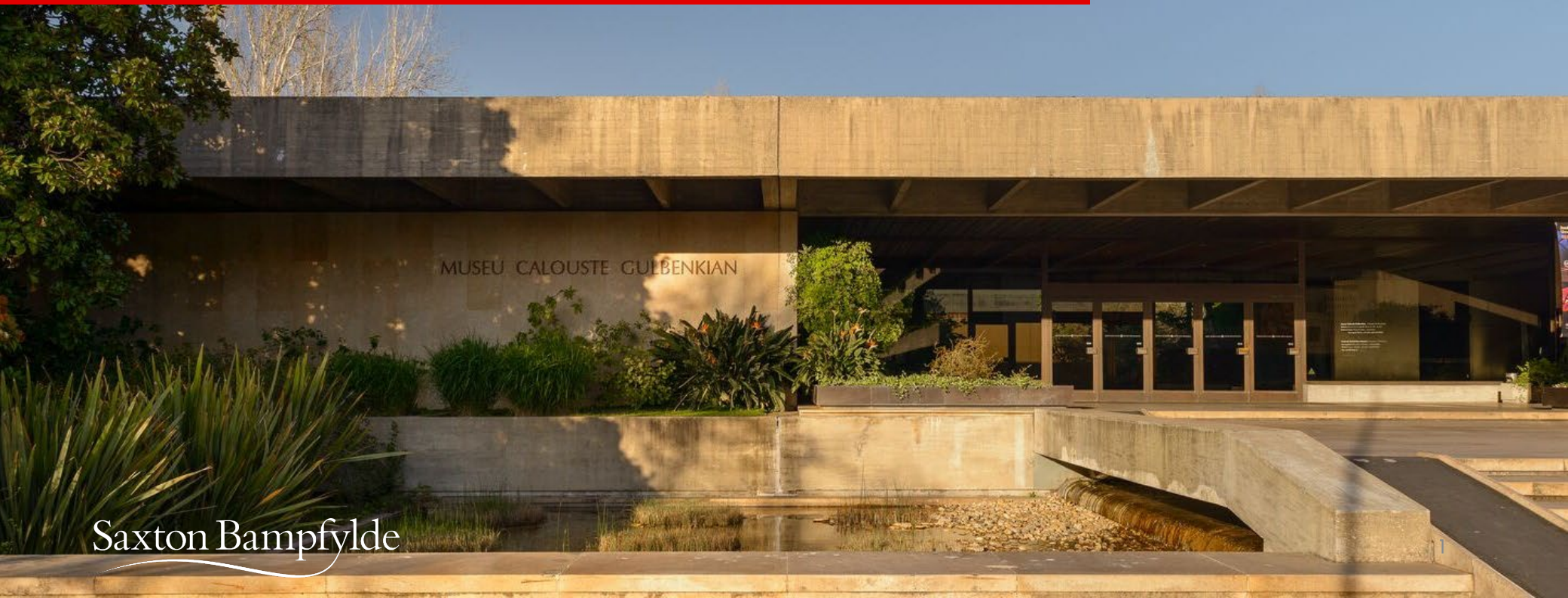




CALOUSTE GULBENKIAN
MUSEUM

Appointment of Director

April 2025 Ref PBTEA



Saxton Bampfylde

Letter from the President

Dear Applicant,

On behalf of the Board of Trustees of the Calouste Gulbenkian Foundation, I would like to thank you for your interest in the Calouste Gulbenkian Museum, Lisbon. Selecting the next director is one of the important tasks the Board currently faces, as the Foundation prepares for its 70th anniversary, in 2026, and considers the future of the institution at a time of increasing global change. On 18 March the Museum closed for requalification. It will reopen in July 2026, under the stewardship of the newly selected director.

Inaugurated in 1969, the Museum houses the art collection of Calouste Sarkis Gulbenkian (1869-1955), an Armenian financier, diplomat and philanthropist. Comprising 6000 works of art chosen mainly for their aesthetic qualities and pristine condition, the collection is renowned for its European paintings and sculpture, Ancient Egyptian statues, Greek medallions, Islamic carpets and ceramics, Japanese lacquer, French silverware and furniture, and Lalique jewellery (2000 objects are on display). The Museum has been a major reference for more than 55 years, gaining international recognition for the intimate relationship of the collection with the modernist building, and the surrounding garden. The Museum's public has trebled since 1969 and has recovered yearly its public, since covid, with 229,000 visitors (+36%) in 2024.

The aim of the current requalification project is to preserve the original architectural programme (3000 m2 of galleries), while upgrading the physical infrastructure, environmental conditions, security, and museography. Core values of the project are sustainability, inclusion, research, conservation, and promotion of critical thinking within our audiences and communities about art, history, humanity, and the world.

The Board is looking for a Director who will take up the challenge of shaping the future vision for the Museum, a task that will require ambition, creativity, and commitment. Conceiving and developing this challenge will involve programming the permanent galleries, two temporary exhibition spaces (1000 m2 and 300 m2), along with the related dissemination of their offerings, as well as onsite and online digital engagement with the Museum's local, national and international publics.

The Museum is one of multiple departments operating inside the Foundation, a context which offers many opportunities for institutional engagement.

The successful candidate should have an accomplished academic expertise in one or more areas of the collection, a solid understanding of collection care and the main international trends in museology, a wide international contact network of museum peers, and a demonstrable capacity to stimulate engagement with the public.

Leading a team of c. 30 staff (including seven curators), spanning across two distinct generations, the director must secure the successful transition of one to the other and thus build a robust, flexible and forward-looking team. A proven track record of complex organizational and administrative skills is a pre-requisite, especially as the Museum must follow Foundation-wide procedures and audits. A keen personal interest in actively engaging in the Portuguese language and with Portugal is a welcome personal asset.

On behalf of the Trustees, I look forward to your application and to hearing more about your interest in this post.

António Feijó
President of the Calouste Gulbenkian Foundation



CALOUSTE GULBENKIAN
FOUNDATION

OFFICE OF THE PRESIDENT

History

The Calouste Gulbenkian Museum is at the core of the Calouste Gulbenkian Foundation, established in 1956 to fulfil the philanthropic vision of Calouste Sarkis Gulbenkian. A passionate collector, benefactor and philanthropist, Gulbenkian dedicated his fortune to the advancement of culture, education, science, and social welfare. His wish to create an institution that would safeguard and share his artistic legacy led to the creation of the Foundation, which, in turn, laid the groundwork for the museum.



About the Museum

Designed by the architects Ruy Jervis d'Athouguia, Pedro Cid and Alberto Pessoa, the Museum was built in Lisbon, in 1969, to showcase approximately 6,000 pieces collected by Calouste Sarkis Gulbenkian.

Situated in the northern end of the Gulbenkian Garden, the building is a defining mark in Portuguese architecture, having been conceived as a modern, purpose-built space. It accommodates one of the world's most significant private art collections. The Foundation's cultural campus also includes the Modern Art Centre, the Gulbenkian Orchestra, and the Foundation's headquarters. This creates a unique space where heritage meets innovation, reinforcing the Foundation's commitment to artistic excellence, public access, and a global cultural dialogue.

Since its inauguration, the museum has been a central part of the Foundation's cultural mission, expanding its reach through exhibitions, educational programs, conservation initiatives and digital engagement. Over the decades, it has grown into one of Europe's most respected museums, fostering international collaboration and embracing innovation while staying true to its founding principles.





“Art, knowledge and science in a fairer, more sustainable and diverse world.”

The Collection

The Calouste Gulbenkian Museum houses a remarkable and varied collection of approximately 6,000 pieces, carefully assembled by Calouste Sarkis Gulbenkian. The collections spans over 5,000 years of history, bringing together artifacts and artworks from diverse cultures and artistic traditions.

The collection is organised into distinct sections that highlight the artistic and cultural achievements of different civilizations. The Ancient Art galleries feature Egyptian, Greco-Roman, and Mesopotamian artifacts, including sculptures, jewellery, and rare objects exhibiting the craftsmanship of early societies. The Islamic Art and Armenian Art sections showcase manuscripts, ceramics, textiles, and decorative pieces from Persia, Turkey, Syria, the Caucasus, and India, as well as Armenian illuminated manuscripts from the 16th and 17th centuries. The museum's Far Eastern Art collection includes exquisite Chinese porcelain, Japanese lacquerware, and intricately carved jade pieces.

The European Art collection is among the museum's highlights, featuring masterpieces by painters such as Rembrandt, Turner, Monet, Rubens, Manet, Degas, and Renoir. In addition, the collection includes sculpture from the Middle Ages to the 19th century, 18th-century French decorative arts, and rare manuscripts and books. A treasure of the museum is the collection of works by René Lalique, showcasing an exceptional array of Art Nouveau jewellery and glasswork.

To further engage with these masterpieces, visitors can explore the Gulbenkian collection through an immersive 360° virtual tour and the Google Arts & Culture platform, making this remarkable collection accessible to audiences worldwide. To discover a selection of masterpiece please visit [here](#).





MUSEU CALOUSTE GULBENKIAN

Today, the Gulbenkian Museum continues to uphold the legacy of its founder, serving as a bridge between past and future, tradition and modernity, within the broader framework of the Foundation's commitment to global cultural inclusion and enrichment.



The Role

The new Director of the Calouste Gulbenkian Museum will be responsible for developing a strategy that fosters a renewed public engagement both in Portugal and internationally, showcasing the Founder's exceptional Collection and the significant stories it tells. The Director will provide leadership to the Museum and its staff, aligning the Museum's activities with the broader mission of Foundation, while encouraging engagement with both the Foundation's several other initiatives and diverse audiences.

He or she will work to elevate the Museum's profile, attracting a wide range of visitors both locally and globally, including those who may not historically have had access to cultural institutions.

Additionally, the Director will promote scholarly research on the Collection, focusing on its values and its connection to the Calouste Gulbenkian Foundation. He or she will contribute to the Foundation's larger agenda, using culture as a tool to foster tolerance and mutual understanding. The role requires building and leading a professional, high-performing team ready to meet new challenges.

Key Responsibilities

Reporting to the Board of the Calouste Gulbenkian Foundation, the Director's key responsibilities will include:

Establishing a New Positioning and Profile for the Museum:

- Cultivating a culture of engagement, knowledge, and excitement that marks the Museum's next chapter, following its extensive renovation and modernization.
- Building new national and international relationships to foster wider and deeper forms of institutional cooperation.

Developing Museum Programming:

- Creating programs that position the Museum and its projects on the international exhibition circuit, promoting world-class collaborations and attracting diverse audiences, including those who may not typically visit the Museum.

Securing New Income Sources:

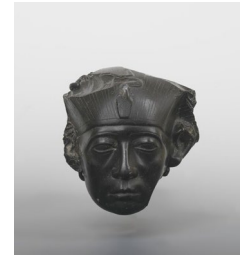
- Expanding and diversifying income through fundraising and commercial activities.

Collaborating Across the Foundation:

- Working closely with the Director of the Modern and Contemporary Art Centre and other organic units of the Foundation to enhance its cultural and social offerings.

Team Development:

- Committing to the training and development of team members to help them reach their full potential.



Managing the Collection:

- Ensuring the proper balance between preserving and studying the Collection and making items available for exhibitions and loans.

Upholding the Founder's Legacy:

- Ensuring that the values and legacy of the Founder are respected and upheld by the Museum's leadership and staff.

Business and Financial Planning:

- Preparing the annual business plan for Board approval, budgeting resources required to support the Museum's evolving responsibilities.

Financial Stewardship:

- Ensuring the proper management of funds allocated to the Museum and being accountable to the Board for their use.

Collaboration with Leadership:

- Working effectively with the President and Board members of the Foundation to ensure their expectations for the achievement of the Foundation's strategic aims and priorities are met.

Person Specification

The Board is seeking candidates with international recognition to meet the requirements of this pivotal role. Candidates should possess an academic background and a keen interest in the Founder's eclectic Collection. They must be committed to fostering engagement with diverse audiences and reflecting that diversity within their team. Strong management skills, the ability to inspire staff, and an excellent internal and external communication capacity are crucial. The successful candidate will be an adept networker and a strong resource manager, with the ability to leverage organizational assets to engage new audiences and generate new income sources. The Director will uphold the mission and values of the Founder, ranging across the areas of science, the arts, education, and social welfare.

Knowledge and Experience:

- Senior-level experience in a prominent cultural organisation of international standing;
- International reputation for high-quality, innovative programming and exhibition-making;
- Extensive experience across all aspects of museum operations, including collection management, curating exhibitions, publishing catalogues, and creating public learning programs;
- Financial literacy with a keen eye for generating additional income and fundraising;
- A broad international network to foster partnerships and co-productions.

Skills, Abilities and Attributes:

- Ability to develop creative programming that enhances understanding of the Collections;
- Strong leadership skills, strategic thinking, and proven ability to execute business plans;
- Excellent communication, presentation, networking, and ambassadorial skills;
- Strong interpersonal skills and a collaborative mindset;
- Commitment to maintaining and enhancing the Museum's reputation for scholarship and good stewardship of the Collections, including an active loan program nationally and internationally;
- Advocacy for visitors, ensuring a positive experience in permanent galleries and exhibitions;
- Strong dedication to both formal and informal learning initiatives, and the development of new audiences through programming and digital media;
- Alignment with the values and ambitions of the Calouste Gulbenkian Foundation, and the ability to collaborate effectively with the President and Trustees.

Education/Qualifications/Professional Experience:

- A degree in art history, with additional professional training in curatorial studies, conservation, museum studies, or a related field;
- A deep interest in the history of private collections;
- Fluency in English (written and oral), with a willingness to learn Portuguese if not a native speaker.

IL A ÉTÉ TIRÉ DE CET
OUVRAGE 125 EXEMPLAIRES
NUMÉROTÉS DE I A 125
DONT LES DIX PREMIERS
AVEC SUITE D'ÉPREUVES
DU TRAIT DES GRAVURES
ET 1 EXEMPLAIRES DE
COLLABORATEURS NUMÉ-
ROTÉS DE I A VIII

Exemplaire N° 121



Lucien Kröner



Terms of Appointment

Location: The role is based at the Headquarters of the Calouste Gulbenkian Museum in Lisbon.

Salary: A competitive salary package is available, depending on experience. The appointment will be for a five-year term, which is renewable subject to Board approval.

Current Director's Mandate Terms: Ends January, 2026.

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to The Calouste Gulbenkian Museum on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **PBTEA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **5th May 2025**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



MUSEU CALOUSTE GULBENKIAN

Saxton Bampfylde