

Dear students, teachers, researchers, heads, readers & staff,

The Supervisory Board would like to inform the DAE community about the current search and selection of the new Creative Director.

The search for a Creative Director - the process explained

The deadline for applications for a new Creative Director is rapidly approaching. This article explains the process thus far and what will happen in the next weeks after all applications have been received.

The Supervisory Board (SB) being responsible for the governance of the academy is legally responsible for appointing all members of the Executive Board, which consists of two board members – the Creative Director and the Director of Education, Research & Organisation.

The SB started proceedings for a new Creative Director last November, after the departure of the former Creative Director mid-October. This departure was a well-considered decision and it was felt by all parties that DAE was in the capable hands of board member Jurriëne Ossewold. So there was no need for hasty decisions.

The SB started by carefully reconsidering and reviewing the position of the Creative Director since this position is so essential for DAE. Step one of this procedure was to initiate a series of consultations with experts in the field of design and design education from both inside and outside the academy. As well as with involved parties from inside the academy; the Works Council and Student Council were consulted as were the department heads of the Bachelor and Master Programs, who are responsible for the artistic and substantive side of DAE's education. Before drafting its advice, the Works Council consulted the important forums and stakeholders within the academy: heads, readers and the circle of knowledge, teachers, and staff. The Student Council placed a Facebook inquiry online to come to formulate its advice to the SB.

Outside the academy representatives from the cultural and design worlds were asked about their perception of DAE, and about the kind of leadership they saw as necessary for the future of the school.

All these discussions and advises led to one central theme: the DAE needs a Creative Director with the right character that is capable of being both visionary while at the same time being co-operative and truly generous to the community: students, teachers, heads and staff.

Based on all of these discussions the SB drew up a profile for the vacancy, hired a recruitment agency for the formal handling and published the ad in various design publications.

This is the final week for applications. The SB in its careful efforts to be 100% transparent and fair will not approach individual candidates. Every interested party must apply independently.

The recruitment agency, Van der Kruijs, has already received a good number of applications from many interesting candidates, Dutch and international.

A selection committee has been installed, made up of all members of the Supervisory Board, and the chairpersons of both the Works and Student Councils, whose participation is ratified by Dutch law. The existing board member is also involved in the procedure.

After the deadline, Van der Kruijs will appraise the applications and edit them down to a long-list. From this list, the selection committee will make a short-list of candidates who will each be invited in for an interview. A small group will then be selected to make it to the second and final round of interviews. The final decision will be made based on this second round of interviews.

The procedure is handled with utmost confidentiality. All members of the selection committee are sworn to secrecy. Apart from the name of the new Creative Director, no other names will be made public.

The deadline for applications is April 30. The committee will take all time needed to ensure a careful and thorough selection. After that the Supervisory Board will announce the name of DAE's future Creative Director in due course.

Kind regards,
Supervisory Board Design Academy Eindhoven