

August 2025

Job- and Candidate Profile

Director

Art Hub Copenhagen

Introduction

Art Hub Copenhagen is seeking a new Director to lead a dynamic and innovative institution with a strong focus on artistic development, research, and international collaboration. This position offers a unique opportunity to shape a relatively young organisation with great ambitions, a solid framework, and strong support. It provides significant scope for development and the chance to leave a distinct mark, not only on Art Hub Copenhagen's profile and practice, but also on the wider art scene and the surrounding community.

As Director, you will have the opportunity to:

- develop and implement an ambitious artistic and societal vision and strategy in collaboration with the Board and staff
- work in a vibrant and experimental environment with room for new ideas and great freedom to innovate
- help define and expand the scope of opportunities for artists – both within the art world and across other sectors
- lead a well-functioning team characterised by strong professional expertise and high commitment
- represent and position Art Hub Copenhagen as a key player in both the Danish and international art scene and ecosystem

This Job and Candidate Profile first outline the key responsibilities the new Director will take on (see 'Job Profile') and then describes the competences expected of the successful candidate (see 'Candidate Profile').

If you are motivated by the tasks and have the required competences, we encourage you to apply for the position. Should you decide to apply, we expect you to address both the job profile and the candidate profile in your application and CV.

Job profile

About Art Hub Copenhagen

Art Hub Copenhagen is a facilitating and experimental art institution dedicated to strengthening the development of contemporary art in Denmark and internationally. Art Hub Copenhagen offers residencies, research programmes, international development programmes, and networking activities for visual artists and researchers. It serves as a platform for artistic development, knowledge sharing, and interdisciplinary collaboration for all who are curious about contemporary art.

Art Hub Copenhagen has established itself as a vibrant and experimental environment where artists meet, work, and develop new practices. The organisation places strong emphasis on building connections between art and other areas of society – such as research, the housing sector, and civil society – and actively works to ensure that artists have a voice in the public conversation.

Although a relatively new player on the Danish art scene, Art Hub Copenhagen has already established itself as an important platform for artistic development and collaboration.

Art Hub Copenhagen is located in new and inspiring premises at Thoravej 29 in Copenhagen's Northwest district. Thoravej 29 is a public meeting place and a professional community of 35 organisations working within social and digital innovation, sustainability, art, democracy, and politics. The vision for Thoravej 29 is that its members – primarily from the visual arts, performing arts, and social sectors – engage in interdisciplinary collaborations and events that address some of today's major questions and challenges. The building houses a wide range of facilities, including workshops for artistic production, studios, an exhibition space, a black box theatre, a stage for public events, a café, and office spaces. Art Hub Copenhagen manages all the studios, workshops, and the exhibition space Room Room, and is therefore a central actor at the address.

Art Hub Copenhagen was established in 2018 by the Bikuben Foundation as an independent association.

Key Priorities for the New Director

As Director of Art Hub Copenhagen, you will be responsible for the overall leadership, strategy, development, and operations of the institution. You will hold staff management responsibility and, through this, ensure a safe, inspiring, and well-run workplace where both permanent employees and the artistic community can thrive, develop, and experience a strong sense of belonging.

Your key tasks will include:

- formulating and implementing a long-term strategy for Art Hub Copenhagen in collaboration with staff and the Board
- leading, developing, and inspiring the organisation
- developing a strategy for partnerships

- creating strong frameworks for residencies and other programmes
- balancing programme work with finances and operations, including preparing action plans and budgets
- strengthening Art Hub Copenhagen's branding and public positioning, thereby increasing awareness among relevant stakeholders, including policymakers, foundations, and the art scene
- ensuring good collaboration with the community at Thoravej
- serving, advising, and collaborating with the Board

Candidate Profile

In the recruitment process, we emphasise that the new Director of Art Hub Copenhagen should demonstrate many of the following formal competences:

- documented leadership experience with staff management responsibility, preferably 5-7 years
- an academic or professional background in the arts and/or deep insight into the structures and mechanisms of the art world
- experience with fundraising and collaboration with foundations, government, and private actors
- experience in operations and financial management
- an international outlook
- strong communication skills and the ability to represent and position the institution
- understanding of and practical experience with the Danish art scene
- experience as a spokesperson, with the ability to advocate for artists and create opportunities and visibility for them within society

In addition, during the recruitment process we will emphasise the following personal and leadership competences:

- You are visionary and development-oriented, and with respect for day-to-day operations and wellbeing, you are able to harness Art Hub Copenhagen's momentum and realise its many ambitions for the future.
- You are motivated by leadership and comfortable in the role, which you take on naturally. You reflect on leadership and are conscious of your strengths and weaknesses.
- You are curious, attentive, and appreciative in your approach to staff, artists, and external stakeholders, and you are able to delegate and allow colleagues to grow with responsibility.
- You can prioritise and set direction, and you communicate this with clarity and transparency, thereby ensuring commitment and engagement.
- You have a strategic mindset, which you bring into play both as an advisor to the Board and as an outward-facing representative of a significant cultural-political institution.
- You have strong networking skills, which you apply with natural authority and credibility in ways that strengthen Art Hub Copenhagen's role and position.

Recruitment Process

Art Hub Copenhagen has appointed a selection committee which, with the assistance of Genitor, will conduct the recruitment process. The committee consists of:

- Chair of the Board, Mette Kynne Frandsen
- Board member, Esben Weile Kjær
- Board member, Dina Vester Feilberg
- An employee representative

Applications should be submitted via Genitor's website: www.genitor.dk. The application deadline is Tuesday, 9 September 2025.

There will be two interview rounds. The first round will take place on 16 September, and the second round on 23 September. Between the two rounds, Genitor will conduct a test process and obtain references.

The test process includes:

- the personality test NEO-PI-3, the most comprehensive and well-documented tool on the market
- the cognitive test IST-Screening, a nuanced test for assessing general intelligence
- a follow-up interview in which your competences will be discussed in relation to the candidate profile, based on the personality and cognitive tests, and where you will receive oral feedback from the consultant

References are collected to validate information and assessments. Typically, three references are obtained, always by prior agreement with you.

A written candidate assessment will be prepared, comprising the overall report of the test process and references.

The assessment includes:

- results of the personality and cognitive tests
- an evaluation of your competences in relation to the candidate profile
- a general assessment of your leadership behaviour
- a specific evaluation of your leadership strengths and weaknesses in relation to the position
- a conclusion regarding the match with the role

The assessment will be sent to you in advance of the second interview, giving you the opportunity to comment on it before the committee. The assessment will also be presented and discussed with the committee during the second round.

At the second interview, you will also be presented with a case assignment.

The expected start date is 1 November 2025.

Further information

If you have any questions about the position, you are welcome to contact Chair of the Board, Mette Kynne Frandsen, at mette@kynne.dk, or Senior Advisor at Genitor, Andreas Gylling Æbelø, at +45 5339 0716 or agae@genitor.dk.

If you would like to discuss your potential for the role, you are likewise welcome to contact Andreas. All enquiries will be treated in confidence.

You can find more information about Art Hub Copenhagen here: arthubcopenhagen.net.

We look forward to hearing from you.