

# **KULTUREXPERTEN**

**DR. SCHEYTT GMBH**

**KULTUREXPERTEN focuses on filling key posts in cultural bodies and institutions in the best possible manner.**

**Prof. Dr. jur. Oliver Scheytt founded "KULTUREXPERTEN Dr. Scheytt GmbH" at the end of 2010, bringing with him his expertise in diverse sectors of regional and cultural policy-making and from successfully filling management positions in cultural administration and institutions, foundations and cultural projects.**

**Between 1986 and 1993, Prof. Scheytt worked at the Deutscher Städtetag (German Association of Cities and Towns) in Cologne, and from 1990 as Director of their offices in Berlin. Between 1993 and 2009, he was Deputy Major for Cultural Affairs for the City of Essen and was responsible for Education and Youth Services for several years too. As chairperson, he managed the successful bidding process "Essen for the Ruhr Area. European Capital of Culture 2010" in 2004, serving as Managing Director between 2006 and 2011 for RUHR.2010 GmbH.**

**As the sole proprietor and Managing Director of "KULTUREXPERTEN Dr. Scheytt GmbH", Prof. Scheytt provides specialised personnel consulting, exploiting an extensive network encompassing all areas of the arts and culture.**

**Our Goal: to find the very best!**

# PROFILE

Personnel is the key resource in arts and culture and its management. Recruitment, selection, personnel management and further training are therefore the most important tasks in the development of cultural institutions. KULTUREXPERTEN provides support in appointing the best possible personnel to fill key positions in all sectors of art and culture, including cultural tourism and city and regional marketing. The context of the post, the internal potential, resources, processes and structures of the cultural institution are always taken into consideration as well as their respective policy on governance. The long-term success of decisions concerning personnel is crucially dependent on an appraisal of the overall circumstances of any vacant post. The search for personnel for cultural organisations involves three main components:

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## Efficiency

During the entire process and through to the final selection of a candidate, we enable our clients to focus on the most suitable applicants and consider each of them carefully, as it is only personnel who precisely fulfil the job profile agreed with the client in advance, that will be recommended.

The shortlist is the result of intensive preliminary talks and research in addition to meticulous professional appraisals.

## Excellence

Our outstanding contacts in all sectors of cultural life guarantee direct access to all the people and information relevant to the

research and pre-selection processes. As a result, potential candidates can be immediately identified. KULTUREXPERTEN's guaranteed discretion also enables candidates to be contacted who cannot apply themselves due to current employment commitments and that standard advertising for applicants would fail to reach. During the search for highly sought-after candidates, KULTUREXPERTEN builds on a relationship of trust and is fully acquainted with the expectations and working environment of preferred candidates.

## **Expertise**

Oliver Scheytt's comprehensive knowledge and experience, gained from filling over 250 posts in the arts and culture sector during the last twenty years, is mobilised for the benefit of our clients.

# Strategy Consultancy

In the sector of strategy consultancy, KULTUREXPTEREN works in cooperation with individual teams, assembled to assist each client in developing its strategic planning and responsibilities with the best possible professional expertise. The ACULTOS network of consultants provides long-term support to cities applying for the title of "European Capital of Culture", accompanying them through the competition and implementation process. For example, we have a long-term consultancy contract with Pafos, who have successfully become the European Capital of Culture for 2017 and 2019 respectively.

Assignments in Germany can be essentially categorised into three sectors: the new positioning of entire cultural institutions, brand and mission statement development, and personnel and organisational development. A crucial factor in KULTUREXPERTEN's work is the mobilisation of potential within the organisation and its immediate environment, especially through new forms of management, communication and cooperation.

# Experience

**Active in the fundamental interplay between art and cultural management, Oliver Scheytt is Professor for Cultural Policy and Governance at the Hochschule für Musik und Theater Hamburg (Academy of Music and Theatre Hamburg), a member of the teaching staff at the Fachhochschule Kufstein for the programme Sports, Culture and Events Management, the further education programme for Theatre and Orchestra Management at Ludwig-Maximilians-Universität Munich, an editor of the periodical "Handbuch Kulturmanagement. Recht, Politik & Praxis" (Manual Cultural Management. Law, Policy and Practices), Raabe Verlag, and is President of the Kulturpolitische Gesellschaft (Association for Cultural Policy).**

**Between 1986 and 1993, Prof. Scheytt occupied a leading position at the Deutscher Städtetag (German Association of Cities and Towns), and from 1990 was a representative for cities of the former East Germany. A focus of his consultancy work there was the field of personnel development for cities in eastern Germany. Additionally, he was also responsible for the "Gemeinsame Personalbörse der kommunalen Spitzenverbände" (Joint Personnel Exchange of Local Authority Associations) in Berlin.**