

LITERATUUR VLAANDEREN

Commitment & Remuneration

Time Commitment: The Board of Directors meets about eight times a year. Meetings usually take place on Wednesday evenings at the office of Literatuur Vlaanderen, Lange Leemstraat 57, Antwerp. Physical attendance is expected.

Term: 4-year mandate, appointed by the Flemish Government, renewable once.

Language: Dutch.

Remuneration: Yes, €65 per meeting actually attended (indexed amount, currently €85.77). This fee is set by a decision of the Flemish Government. Travel expenses are reimbursed at the rate applicable to staff of the Flemish government (a mileage allowance for travel by car, or full reimbursement of public transport tickets). Literatuur Vlaanderen also arranges directors' liability insurance.

About the Organisation

Literatuur Vlaanderen is a Flemish Public Institution (VOI). It invests in the literary sector, from author to reader, creating room for all players in the field to work professionally. By also connecting those players with one another, Literatuur Vlaanderen helps an efficient, diverse and dynamic literary landscape flourish, where every story counts.

Your Role & Expectations

The Board of Directors of Literatuur Vlaanderen approves the multi-year plan, the annual action plan, the budget and the annual accounts of Literatuur Vlaanderen. Another core task is appointing the members of the advisory committees, the Decision College and the Appeals Committee.

The Board of Directors has at least nine members with literary knowledge and governance experience. Seven members are nominated by the Flemish Government, and four are independent directors. The government commissioner, the chair of the Decision College, and the director of Literatuur Vlaanderen also attend board meetings.

Your Profile

You have relevant experience as a board member and/or expertise in one or more of the substantive objectives and policy domains in which Literatuur Vlaanderen is active.

You have an interest in the book trade and the literary and cultural world, within both a Flemish and an international policy context.

You have a relevant professional network.

You are enthusiastic about the mission and objectives of Literatuur Vlaanderen.

You are willing to constructively help build an organisation that, together with the sector, faces significant challenges.

You can invest sufficient time in the independent director mandate and can be physically present at Board meetings at the Literatuur Vlaanderen office in Lange Leemstraat 57, Antwerp.

Literatuur Vlaanderen wants to strengthen its Board of Directors with expertise and know-how that is complementary to, and reinforces, the knowledge and experience of the other members. You are therefore asked to demonstrate expertise in one or more of the following domains:

- Authorship (both in an artistic-creative context and in socio-economic and copyright matters)
- Literary translation or translation studies
- Diversity among authors and readers (cross-generational, gender, and diverse socio-cultural and/or ethnic backgrounds)
- The publishing world (the economic complexity of the book trade)
- Inclusive communication, audience engagement, marketing and research
- Representation from the academic world (literature or humanities)
- Cultural management within a complex organisation with a wide range of stakeholders and interests
- Financial management in a government context
- Flemish-Dutch cooperation
- Reading promotion
- The library sector
- Media
- Foreign policy and the European context
- Literary organisations and projects

Independence

As a candidate for the role of independent director, you must be independent with regard to the government, the professional associations, and Literatuur Vlaanderen. This independence is assessed against the following criteria — you must:

- not be a representative, employee or board member of a professional association supported by Literatuur Vlaanderen;
- not have been part of the coordinators' consultation body and/or the management of Literatuur Vlaanderen during the five years preceding the application;
- not hold a management position at an organisation that receives multi-year subsidies from Literatuur Vlaanderen;
- not have been a partner or employee of Literatuur Vlaanderen's current or previous external auditor in the past three years;
- not have a spouse, cohabiting partner, or relatives by blood or marriage up to the second degree who are members of the coordinators' consultation body or day-to-day management at Literatuur Vlaanderen, or who find themselves in one of the other situations described above;
- not have held a position as a member of the cabinet of a Flemish minister during the three years preceding the appointment.

In addition, a mandate as director at Literatuur Vlaanderen is statutorily incompatible with:

- a mandate in the European Parliament, the Chamber of Representatives, the Senate, the Flemish Parliament, or the Brussels Capital Region Parliament;
- the office of minister or state secretary, or the status of cabinet member of the minister under whose supervision the association falls;
- the status of staff member of the association or of the Department of Culture, Youth and Media of the Flemish government;
- an office or mandate accessible through public election.

Selection Procedure

The Board of Directors prepares a shortlist of two candidates per independent director mandate to be filled, taking into account the applicable independence requirements and the candidates' relevant experience and motivation.

The Board of Directors then submits this shortlist to the Flemish Government, which makes the final decision. The Flemish Government appoints the independent directors based on the requirements for competencies, knowledge and experience previously set by the Board of Directors, taking into account complementarity of expertise and experience, and the gender balance on the Board of Directors.

The procedure is expected to be completed by the end of November 2026.

How and When to Apply?

If you are interested in the role of director at Literatuur Vlaanderen, please send the director of Literatuur Vlaanderen (Paul Hermans, via paul@literatuurvlaanderen.be) the following:

- your CV;
- a signed declaration on honour that you meet the independence requirements;
- an overview of your other current mandates and activities;
- a covering motivation letter.

Contact: Paul Hermans, Director of Literatuur Vlaanderen

Email: paul@literatuurvlaanderen.be

Deadline: Friday, 2 October 2026