



ENCATC praxis

A monthly e-magazine on art & culture internships + skills & training + community + career tips

Is your profile standing out?  
International experience  
can help!



ISSUE N°1 of 2026

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# PRAXIS is Back: Preparing cultural leaders for a transforming world

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Dear ENCATC Members' Students,

We are delighted to welcome you to a new chapter of PRAXIS.

First launched in 2008, PRAXIS quickly became a valued platform within the ENCATC community – dedicated to internships, skills development, international opportunities and career insights in cultural management and policy. Today, you are preparing your careers in a time of profound transformation. The cultural and creative sectors are navigating what we call the **triple transformation**: the **green transition**, requiring sustainable governance and environmentally responsible cultural models; the **digital transformation**, reshaping creation, participation, funding, distribution and audience engagement; the **social transformation**, demanding inclusion, equity, accessibility and new forms of civic participation.

But these transformations are unfolding within an increasingly complex and fragile geopolitical environment. We are all witnessing growing polarisation, armed conflicts, democratic fragility, shifting global alliances, cultural diplomacy tensions, and the redefinition of international cooperation frameworks. Cultural projects and institutions are no longer operating in stable or predictable environments. Funding ecosystems are changing. International partnerships require new forms of sensitivity. Cultural managers must navigate political uncertainty while defending artistic freedom, dialogue and shared values. In this challenging context, technical expertise alone is not sufficient.

This requires openness, adaptability, negotiation skills, ethical awareness and a deep understanding of cultural diversity as both a value and a professional competence. This is precisely

why PRAXIS matters.

More than a newsletter, PRAXIS is your bridge between study and professional life. It connects you with: international internships and mobility opportunities, skills and training offers, organisations operating across continents, field experiences that expose you to real-world complexity, and networks that extend beyond national boundaries.

As ENCATC, our mission is also to **internationalise students' careers in cultural management and policy** and to equip the next generation of cultural leaders with the tools to operate confidently in a global context. International exposure and hands-on field experience are not optional; they are essential foundations for resilient, responsible leadership.

The name PRAXIS reflects the connection between theory and action, between what you learn in the classroom and what you will implement in ministries, cultural institutions, NGOs, festivals, museums and creative enterprises worldwide. At a time when culture must act as a space for dialogue, cooperation and critical reflection, your generation will play a decisive role. You will design new governance models, strengthen international cooperation, defend cultural diversity, and help shape more sustainable and peaceful societies

Yours truly,

GiannaLia Cogliandro Beyens

ENCATC Secretary General

# Boost your career with a strong online presence!

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Thanks to the Internet it is easier than ever to find job and internship opportunities. But this access works both ways as it means potential employers can also know more about you from your activity online. How can you use your online presence to your advantage? What are some strategies for a stronger social media profile?

This February, the European Labour Authority, Directorate-General for Employment, Social affairs and Inclusion, published an article about the importance of a strong social media presence to boost your career. That is why it proposed four steps to a better social media presence that not only protects your online image but also increases your job-seeking opportunities.

Firstly, it advises to **build your own brand**. Think about the image that you want to put forward and make sure that image is reflected on your public social media profiles. LinkedIn, as one of the most widely used career-focused networking platforms, is a good starting point. You can make the most out of your profile by using a clear, concise headline and a professional photo. Also, when providing details about your education, internships and projects, prioritise results and avoid vague phrases. Move the focus from your activities to your achievements.

The article emphasises that recruiters not only look at LinkedIn and might also check your other social media too (Instagram, X, TikTok, etc.). To prepare for that, it advises you to **revise your own digital footprint** using Google or AI tools, see what recruiters can find out about you and work with it. The algorithm often considers fresh posts as more relevant so publishing new posts highlighting your achievements is a good idea. Some other ways in which you can improve your digital footprint are using keywords, commenting on industry platforms or even creating a personal website.

As a third step, the EURES reminds you to be mindful of your data and how you can **protect** it. For example, you can remove or restrict access to irrelevant or personal information in your social media profile, leaving visible only what aligns with your desired

online image. This is important because employers not only look for skills but also for values and behaviours that are compatible with their organisations. It is highly advisable as well to keep separate accounts for personal and professional purposes.

Lastly, the article encourages online **networking**, as sometimes engagement can lead you to referrals or even direct messages from recruiters. Interact with other people's posts, make thoughtful comments or share. Again, keywords can be very useful, as companies often use AI tools to scan profiles. Include relevant skills, certifications and job titles.

As a final note, the article insists on the importance of **being yourself**. Not every personal piece of information must be hidden, sometimes your interests can help you stand out, making your profile more memorable. For example, if you are passionate about the environment or if you have done some kind of volunteer work, that is something to include. Plus, employers value honesty and self-awareness.



In brief, your online presence is your 24/7 personal brand, and it should be treated with care and updated regularly to adjust to your career goals. As the EURES points out, a careless online presence can close doors before you even submit your CV, so be conscious of that and rather use it to your benefit. If you want to know more about the ways in which social media could be hurting your career, the EURES has another article diving on this topic that you can check out.

Read the full article here:

[https://eures.europa.eu/boost-your-career-strong-online-presence-2026-02-04\\_en](https://eures.europa.eu/boost-your-career-strong-online-presence-2026-02-04_en)

Read more about online activities that could harm your professional life:

[https://eures.europa.eu/could-social-media-be-hurting-your-career-2025-10-13\\_en](https://eures.europa.eu/could-social-media-be-hurting-your-career-2025-10-13_en)

The article was originally published on 4 February 2026 on [https://eures.europa.eu/index\\_fr](https://eures.europa.eu/index_fr)

Photo by pch.vector - [www.freepik.com](http://www.freepik.com)



*Are you conscious of how your online presence appears to employers? Are you taking this into account when searching for internships and jobs?*

*Let us know what you think on Facebook!*



## DID YOU KNOW?

# 14th ENCATC Academy on Sustainable Cultural Management and Policy 21-24 April 2026 Bilbao, Spain

Hosting this year's edition of the ENCATC Academy in Bilbao, in the heart of the Basque Country, provides a unique and compelling framework for exploring sustainability in cultural management and policy.

The ENCATC Academy on Sustainable Cultural Management and Policy is an ENCATC flagship initiative that empowers cultural professionals, educators, researchers, and policymakers to take proactive steps in integrating sustainability within their organisations and across the cultural and creative sectors (CCS). Designed to equip participants with the knowledge and skills needed for the triple transformation—green, social, and digital, the Academy also aims to prepare organisations to respond to emerging challenges in the green transition.

Over the past three decades, Bilbao has become an international reference for urban, cultural, and social transformation, evolving from an industrial city into a dynamic hub of innovation, creativity, and sustainability-driven development. Its commitment to regeneration through culture, strong public governance, and integrated sustainability strategies makes it an ideal living laboratory for the Academy's mission. Bilbao is deeply aligned with global sustainability agendas. As the hosting city of the Local 2030 Coalition, Bilbao champions the localisation of the Sustainable Development Goals (SDGs), integrating cultural participation, social inclusion, and ecological responsibility across its policies and institutions. This alignment reinforces the Academy's focus on the triple transformation—green, social, and digital—while offering participants a tangible example of how cities can harness culture as a driver of systemic change.

### What to expect?

- **Lectures and seminars** from leading experts in sustainability in the cultural sector
- **Case studies** designed to develop essential skills
- **Group practical exercises** to consolidate

knowledge and encourage discussion

- **Debates** to promote experience sharing with lecturers and other participants
- **Study visits** to enable hands-on experiences
- **Networking** opportunities to forge connections and build relationships

TO REGISTER\* TO ATTEND THE ACADEMY:

<https://www.eventbrite.co.uk/e/2026-encatc-academy-on-sustainable-cultural-management-and-policy-tickets-1978408297475?aff=oddtcreator>

Discount available for ENCATC members and Partners.

FOR MORE INFORMATION SEE THE BROCHURE:

<https://encatc.org/media/8461-encatc-academy-brochure-2026-for-sharing-in-february.pdf>



Photo credit: Jorge Fernández Salas on Unsplash

## SKILLS & TRAINING

### Go beyond the classroom to improve your skills

Do you want additional training and knowledge on a specific topic? Check out these new opportunities and offers coming your way that can help you shape your career profile!



Photo by pikisuperstar - www.freepik.com



#### Call for Participants: Creative Europe Course (Online)

This course consists of 5 lectures that you will be able to complete in 15 minutes, and learn how to obtain funding for your initiative. Experts Egle Deltuvaite, head of the Creative Europe Lithuania Desk and a member of ENCATC, and Yvelin Karu-Veskioja, head of the Estonia Desk, will teach you how to put together a successful application, submit it

to Creative Europe and find international partners. Creative Europe is EU's largest grant programme, financing projects in the cultural and the audio-visual sector. An individual project may receive from EUR 200,000 to EUR 2 million. Upon completion of a short test, you will receive a certificate.

#### IMPORTANT INFORMATION



DEADLINE TO REGISTER:  
N/A



FIELD:  
Culture, Policy



PLACE:  
Online



WEBSITE:  
<https://www.culturepartnership.eu/en/publishing/creative-europe-course>



LANGUAGE(S):  
English



PRICE:  
Free



DATE:  
N/A



CONTACT:  
[contact@culturepartnership.eu](mailto:contact@culturepartnership.eu)



### Call for Participants:

JM Jazz World Orchestra. Opportunity for young jazz musicians to take part in workshops and mentoring.

The JM Jazz World Orchestra is a project launched by Jeunesses Musicales International, enabling young musicians from around the world to participate in training sessions, workshops, and ultimately, a concert tour as members of the JM Jazz Orchestra.

The session will be in the summer of 2026. Eligible: Musicians between the ages of 18 and 26 playing: saxophone, trombone, trumpet, horn, tuba, guitar, bass, drums, percussion, piano and vocals, and if you improvise, all other instruments are welcome.

Travel costs must be covered by participants although financial support might be available. To apply, fill the application form attaching your CV, a written recommendation from a music teacher, professor or similar; a signed statement that travel costs will be covered, links to a video of you performing at least 2 different pieces (a theme and an improvisation), and a copy of your passport.

### IMPORTANT INFORMATION



**DEADLINE TO APPLY:**  
2 March 2026 (23:59 CET)



**FIELD:**  
Music, Live Performance



**PLACE:**  
Grožnjan, Croatia



**WEBSITE:**  
[www.jmi.net/media/article/join-the-jm-jazz-world-orchestra-2026](http://www.jmi.net/media/article/join-the-jm-jazz-world-orchestra-2026)



**LANGUAGE(S):**  
English



**PRICE:**  
Travel costs must be covered



**PERIOD:**  
July 2026



**Application form:**  
<https://mubazar.com/opportunity/jm-jazz-world-orchestra-2026>



### Call for Abstracts:

ENCATC 2026 Annual Congress—Education and Research Sessions. Call for abstracts for research papers, teaching methods or panel proposals.

The ENCATC 2026 Congress (23-25 September, Nice), in partnership with Université Côte d'Azur, will bring together educators, researchers, artists, cultural practitioners and policymakers from around the world to explore the evolving roles, working conditions, and support ecosystems that shape the lives and careers of artists and cultural professionals today. At a moment of rapid transformation, the Congress invites participants to reflect on how artistic and creative work is performed, supported, valued, and sustained across diverse contexts.

We invite submissions in the format of research papers, teaching methods and panel proposals.

Possible themes include, but are not limited to:

- Status of the artist, policy frameworks and statistical gaps
- Fair working conditions, artistic freedom, diversity and inclusion
- Funding, entrepreneurship and new economic

models

- Creative ecosystems, infrastructures and alter-organising frameworks in the cultural and creative sectors
- Cross-innovation, collaboration, artistic practice as social and political engagement
- Skills, competences, learning paths and lifelong training approaches
- Debates on cultural and creative industries (CCI) definitions and boundaries
- Green policies, ecological transition and environmental responsibility in the cultural and creative sector

Guidelines for abstract submissions are available for consult at [https://encatc.org/media/8433-ers\\_2026\\_call\\_revised05022026.pdf](https://encatc.org/media/8433-ers_2026_call_revised05022026.pdf)

## IMPORTANT INFORMATION



DEADLINE FOR SUBMISSIONS:  
5 March 2026



FIELDS:  
Cultural Management, Policy



PLACE:  
Nice, France



WEBSITE:  
[www.encatc.org/en/events/encatc-congress-2026/education-research-sessions/](http://www.encatc.org/en/events/encatc-congress-2026/education-research-sessions/)



LANGUAGE(S):  
English



Price:  
Special price for ENCATC students!



PERIOD:  
23-25 September 2026



ACCESS TO SUBMISSION FORM:.  
<https://2026encatccongress.exordo.com/>



### Call for Participants:

#### Evaluation for Arts, Culture and Heritage: Principles and Practice

The Centre for Cultural Value, in collaboration with the University of Leeds has developed a free-to-access online course on Evaluation for Arts, Culture and Heritage. All learners can access the course via the FutureLearn online platform.

The course content can be neatly divided across two weeks (four hours per week), allowing you to complete the course across FutureLearn's two-week free-to-access period. What will you learn? In week one, you will focus on identifying the role, value and everyday challenges of evaluation in the cultural sector while exploring the principles and frameworks underpinning effective evaluation.

In week two, you will learn more about creative evaluation methods, develop an evaluation plan and identify how your organisation can continue to learn from evaluation.



Photo by Freepik - [www.freepik.com](http://www.freepik.com)

## IMPORTANT INFORMATION



DEADLINE TO APPLY:  
N/A



FIELD:  
Cultural Management



PLACE:  
Online



WEBSITE:  
[www.culturalvalue.org.uk/evaluation-arts-culture-heritage-online-course/](http://www.culturalvalue.org.uk/evaluation-arts-culture-heritage-online-course/)



LANGUAGE(S):  
English



PRICE:  
Free



PERIOD:  
2 weeks (8 hours in total)



REGISTRATION AT:  
<https://www.futurelearn.com/courses/evaluation-for-arts-culture-and-heritage-principles-and-practice>

## COMMUNITY

### Are you looking for an opportunity to help a wider community in Europe and beyond?

The European Solidarity Corps offers a space for young people and funded organisations to get in touch and start activities.



Picture by partystock - www.freepik.com

Volunteering activities are a great opportunity for young people to make a positive impact on the community, develop new skills, spend time abroad, maybe learn a new language — and definitely come back with unforgettable memories.

You can apply for individual volunteering (which can last between 2 weeks and 12 months) or for team volunteering (up to 2 months). Both options are full-time (between 30 and 38 hours a week) and are usually abroad, but can also be in your home country.

To volunteer you must be 18-30 years old and be resident in one of the EU countries and other countries covered. Insurance, support services and basic costs are all covered for volunteers, as well as pocket money and costs related to specific needs.

Register now through the following link: [https://youth.europa.eu/solidarity/register\\_en](https://youth.europa.eu/solidarity/register_en). You'll be asked to create a EU Login account before creating your European Solidarity Corps profile, where you will be able to apply for opportunities and much more.



[https://youth.europa.eu/solidarity/young-people/volunteering\\_en](https://youth.europa.eu/solidarity/young-people/volunteering_en)

## CAREER TIPS

### Are you looking to be a cultural entrepreneur?

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For this interview, ENCATC spoke with Hanaë Grimal, one of the founders of the CHapet Hill, a publicity and audiovisual agency in Dijon, France. She recently attended the 2nd Encounters of Cultural and Creative Entrepreneurship on 23 and 24 November 2016, organised by ENCATC member, The Burgundy School of Business with the Coursive Boutaric, creative business center. As a young cultural entrepreneur with a successful business we were eager to learn more!



© CHapet Hill

**ENCATC:** What is the story behind CHapet Hill and why did you want to start this independent publicity and audiovisual agency?

**Hanaë Grimal:** CHapet Hill is above all a story of long-time friends - some of us have known each other since kindergarten! Over the years during our years of study we lost touch but upon returning to Dijon, our hometown, we quickly reconnected and wanted to combine our skills to create our own agency to produce commercials. That was six years ago and our motivation was to create a company that resembles us, would carry our values of solidarity, goodwill and creativity, without forgetting we wanted to have fun, "whistle while you work" as sung in Snow White!

**ENCATC :** *Quelle est l'histoire de CHapet Hill ? Pourquoi avez-vous voulu créer cette agence indépendante de publicité et d'audiovisuel ?*

**Hanaë Grimal :** *CHapet Hill est avant tout une histoire d'amis de longue date - certains d'entre nous se connaissent en effet depuis l'école maternelle ! Nous nous sommes perdus de vue durant nos années d'études mais de retour à Dijon, notre ville natale, nous avons rapidement voulu allier nos compétences pour créer notre propre agence de production de films publicitaires. C'était il y a six ans et notre motivation était alors de créer une entreprise qui nous ressemble, qui porterait des valeurs de solidarité, de bienveillance et de créativité, sans oublier qu'on souhaitait s'amuser,*

*"siffler en travaillant" comme dirait Blanche-Neige !*

**ENCATC: Can you give us some background into your educational and professional experience that has led to where you are at CHapet Hill?**

**Hanaë Grimal:** Among the agency's four founders there are two types of profiles: film technicians, with a sound engineer and a director of photography, both graduates of the National Institute of Radio-Electricity and Cinematography (INRACI) in Brussels. Our salesman has a radio journalism background and me, from the press. After my studies, I was a journalist and then editor of the first regional pureplayer before joining the CHapet Hill team as an executive producer. This position requires skills in administrative, financial and legal management that I have learned to develop on my own. Two years ago, I wished to be accompanied in this learning process and I decided to do an MBA at the Burgundy School of Business in Dijon (a member of ENCATC) - I am writing my final thesis that will conclude my studies.

**ENCATC : Pouvez-vous expliquer votre parcours scolaire et partager avec nous ce qui vous a mené à créer CHapet Hill ?**

**Hanaë Grimal :** Parmi les quatre fondateurs de l'agence, il existe deux types de profils : celui de techniciens du cinéma, avec un ingénieur du son et un directeur de la photographie, tous deux diplômés de l'Institut national de radioélectricité et cinématographie

*(INRACI) de Bruxelles. Notre commercial est quant à lui issu du journalisme radio et moi, de la presse écrite. Après mes études, j'ai été journaliste puis rédactrice en chef du premier pureplayer régional avant de rejoindre l'équipe de CHapet Hill en tant que productrice exécutive. Ce poste exige des compétences en gestion administrative, financière et juridique que j'ai appris à développer seule dans un premier temps. Il y a deux ans, j'ai souhaité être accompagnée dans cet apprentissage et j'ai suivi un MBA à la Burgundy School of Business à Dijon - je suis d'ailleurs en train d'écrire mon mémoire qui vient clore ma formation.*

**ENCATC: The audiovisual technology is constantly evolving. How do you stay on top of the last developments and be innovative?**

**Hanaë Grimal:** We have always followed the work of other agencies, but also of freelance videographers. The world of video is a bit like that of fashion: the avant-garde of today will be the taste of tomorrow! We draw inspiration from the precursor spirit of these films, which we adapt to our projects through the concepts we create, but also the imagery we apply to our spots. To do this, we need to use ever changing camera equipment: a camera is often obsolete after two years. That is why we use our own equipment, which is good value for money, for small projects. On bigger movies, we often rent cameras whose quality justifies the exorbitant price!

**ENCATC : La technologie audiovisuelle évolue constamment. Comment vous assurez-vous de rester au top des derniers développements et innovateur ?**

**Hanaë Grimal :** Nous avons toujours suivi le travail d'autres agences mais aussi de vidéastes freelance. Le monde de la vidéo est un peu comme celui de la mode : l'avant-garde d'aujourd'hui fera le goût de demain ! Nous nous inspirons donc de l'esprit précurseur de ces films, que nous adaptons à nos projets à travers les concepts que nous créons mais aussi le grain d'image que nous appliquons à nos spots. Pour cela, nous devons utiliser un matériel de prise de vue sans cesse en évolution : une caméra est souvent obsolète au bout de deux ans. C'est pourquoi nous utilisons notre propre matériel, qui est de bon rapport qualité prix, pour les petits projets. Sur les plus gros films, nous louons souvent des caméras dont la qualité du rendu justifie le prix exorbitant !

**ENCATC: What have been some recent projects you have worked on that you are most proud of?**



**Hanaë Grimal:** We are proud of all our projects! For example, when we make a commercial for a cake business, we are helping it develop, creating or safeguarding jobs and invigorating its ambitions. We like to play a role in the economic development of the territories where we work. In the same way, we flourish in educational projects, such as accompanying pupils at a secondary school specialising in agriculture to realise a short film. Nevertheless, one of the projects that most impressed me recently is a film we made on the memorial of a martyr village of the 2nd World War located in the Morvan. The son of a gunman shared his testimony, sharing his fight against acts of contemporary barbarism.

**ENCATC : Y a-t-il des projets réalisés récemment dont vous êtes particulièrement fière ?**

**Hanaë Grimal :** Nous sommes fiers de tous nos projets ! Par exemple, lorsque nous réalisons un film publicitaire pour une entreprise de fabrication de gâteaux, nous l'aidons à se développer, à créer ou à sauvegarder des emplois et à galvaniser ses ambitions. Nous aimons jouer un rôle dans le développement économique des territoires où nous travaillons. De la même façon, nous nous épanouissons dans des projets pédagogiques, tels que l'accompagnement des élèves d'un lycée agricole dans la réalisation d'un court-métrage. Néanmoins, l'un des projets qui m'a le plus marqué récemment est un film que nous avons réalisé sur le mémorial d'un village martyr de la 2e guerre mondiale situé dans le Morvan. Le fils d'un homme fusillé partage son témoignage, en faisant part de son combat contre les actes de barbarie contemporaine.

**ENCATC: What skills or personal attributes do you think you have that help you to run your business?**

**Hanaë Grimal:** During a shoot, you must be able to find a solution quickly to all problems that can arise: equipment that breaks down, an actor who withdraws at the last moment, the weather that isn't cooperating... You must know how to be resourceful! On this point, we all agree. This common quality is reflected in the day-to-day management of the company and constitutes our core competence: the flexibility of CHapet Hill. Obviously, everyone has qualities and skills of their own, whether they are relational, technical, creative ... As far as I am concerned, my function as the company's manager requires rigorous organization and daily concentration. I do not occupy this position by

chance - let's say I'm the kind of person to do an Excel spreadsheet when I go on vacation...

**ENCATC : Quelles sont vos qualités et compétences qui vous aident à gérer l'agence ?**

**Hanaë Grimal :** Durant un tournage, il faut être capable de trouver une solution rapidement à tous les problèmes qui peuvent se poser : du matériel qui tombe en panne, un acteur qui se désiste au dernier moment, la météo qui fait des siennes... Il faut savoir être débrouillard ! Sur ce point, nous nous rejoignons tous. Cette qualité commune se retrouve dans la gestion quotidienne de l'entreprise et constitue notre cœur de compétence : la flexibilité de CHapet Hill. Evidemment, chacun a des qualités et des compétences qui lui sont propres, qu'elles soient relationnelles, techniques, créatives... En ce qui me concerne, ma fonction de gestionnaire de l'entreprise exige une rigueur d'organisation et de concentration quotidienne. Je n'occupe pas ce poste par hasard - disons que je suis le genre de personne à faire un tableur Excel quand je pars en vacances...

**ENCATC: What had you wished you had known before you started your business?**

**Hanaë Grimal:** As we embarked on the adventure that is CHapet Hill, we did not know exactly where we were going. None of us had studied business, we hardly knew what a business plan was... Having film and journalism backgrounds we were not very comfortable in this new universe, as we were discovering, especially when it came to talking about our fees and pricing. Because of this lack of confidence, we have failed in some negotiations. Therefore, I strongly encourage young entrepreneurs to be aware of the value of their skills and their work and not to have complexities on the issue.

**ENCATC : Qu'auriez-vous voulu savoir avant de lancer votre entreprise ?**

**Hanaë Grimal :** En nous lançant dans l'aventure de CHapet Hill, nous ne savions pas tout à fait dans quoi nous mettions les pieds. Aucun d'entre nous n'avait fait d'études de commerce, nous savions à peine ce qu'était un business plan... Issus du cinéma et du journalisme, nous n'étions pas très à l'aise dans l'univers commercial que nous découvriions, notamment lorsqu'il était question de parler de nos tarifs. A cause de ce manque d'assurance, nous avons échoué certaines négociations. Aussi, j'encourage vivement de jeunes entrepreneurs à avoir conscience de la valeur de leurs compétences



© CHapet Hill

et de leur travail et de ne pas avoir de complexe sur la question.

**ENCATC: What has been the most difficult challenges you have encountered? How have you been able to overcome them ?**

**Hanaë Grimal:** We were 25 years old when we created our agency: our youth and our lack of experience have long been a hurdle for convincing companies to trust us. Fortunately, our creativity, our enthusiasm and the originality of our concepts seduced our first customer, then a second ... Word of mouth has done its work and since then, our backlog is full! We continue to devote a lot of energy to each of our projects and we are known for the quality of the films we make. A second challenge continues to be encountered every day: we are particularly attached to the balance of internal relations, that each member of the team finds his or her place and flourishes there. For this, exchanges, more or less informal, are encouraged. If we do not watch over each other, who will?

**ENCATC : Quelles sont les plus grandes difficultés que vous avez pu rencontrer ? Comment les avez-vous surmontées?**

**Hanaë Grimal :** *Nous avons 25 ans lorsque nous avons créé notre agence : notre jeunesse et notre manque d'expérience ont longtemps été des freins*

*pour convaincre les entreprises de nous faire confiance. Heureusement, notre créativité, notre enthousiasme et l'originalité de nos concepts ont séduit un premier client, puis un second... Le bouche à oreille a fait son oeuvre et depuis, notre carnet de commandes est plein ! Nous continuons à consacrer beaucoup d'énergie sur chacun de nos projets et nous sommes reconnus pour la qualité des films que nous réalisons. Un second défi continue à être relevé chaque jour : nous sommes particulièrement attachés à l'équilibre des relations internes, à ce que chaque membre de l'équipe trouve sa place et s'y épanouisse. Pour cela, les échanges, plus ou moins informels, sont encouragés. Si nous ne veillons pas les uns sur les autres, qui le fera ?*

**ENCATC: How did you go about getting start-up funds and how did you use them to get your business up and running?**

**Hanaë Grimal:** To start our business, we invested less than 4,000 euros! We collected the sum by borrowing from our relatives, in order to buy a small camera and two or three technical accessories... For the rest, it is obvious that we worked with our personal equipment, often setting up shop in each other's living rooms. It is with this more or less basic material that we realized our first film, which we still look upon with pride! Since then, we have borrowed more money from an accompanying structure,

Burgundy Active, and our bank, to finance our ambitious investment policy. Today, our offices include our recording studio, our calibration bench and our stock of filming equipment: a real cave of Ali Baba for movie geeks! In the meantime, we have fully repaid the money that our families and friends had initially loaned us ...

**ENCATC : Comment avez-vous obtenu des fonds de démarrage et comment les avez-vous utilisés pour lancer votre entreprise ?**

**Hanaë Grimal :** *Pour démarrer notre activité, nous avons investi moins de 4000 euros ! Nous avons réuni la somme en empruntant à nos proches, afin d'acheter une petite caméra et deux ou trois accessoires techniques... Pour le reste, il est évident que nous travaillions avec notre matériel personnel, dans le salon des uns et des autres. C'est avec ce matériel plus ou moins sommaire que nous avons réalisé notre premier film, que nous regardons encore maintenant avec fierté ! Depuis, nous avons emprunté des sommes plus importantes auprès d'une structure d'accompagnement, Bourgogne Active, et de notre établissement bancaire, afin de financer notre ambitieuse politique d'investissement. Aujourd'hui, nos bureaux abritent notamment notre studio d'enregistrement, notre banc d'étalonnage et notre stock de matériel de tournage : une vraie caverne d'Ali Baba pour geeks du cinéma ! Je précise qu'entre temps, nous avons entièrement remboursé l'argent que nos familles et nos amis nous avaient prêté...*

**ENCATC: What advice would you give to students or early career professionals looking to start their own business or project?**

**Hanaë Grimal:** I can only speak of what has succeeded for us: to build a company, have a solid foundation, we took our time. Maybe others would have gone faster, reached higher... But we, in our way of doing, was the one that resembles us and reveals our potential.

**ENCATC: Quels conseils donneriez-vous aux étudiants ou aux jeunes professionnels qui cherchent à démarrer leur propre entreprise ou projet ?**

**Hanaë Grimal :** *Je ne peux parler que de ce qui nous a réussi : pour construire une entreprise, solide sur ses appuis, nous avons pris notre temps. Peut-être que d'autres seraient allés plus vite, plus haut... Mais nous, c'est notre façon de faire, celle qui nous ressemble et révèle notre potentiel.*

**ENCATC: What keeps you motivated and going?**

**Hanaë Grimal:** Many things motivate me daily to continue this adventure: for example, talking with my colleagues about the issues of the day or Judd Apatow's latest comedy. Take hours to imagine improbable scenarios, from which always springs a good idea. But what particularly excites me is that every morning, I am conscious of bringing another new stone building on our creation.

**ENCATC : Qu'est-ce qui vous motive et vous fait aller de l'avant ?**

**Hanaë Grimal :** *Beaucoup de choses me motivent quotidiennement pour continuer l'aventure : par exemple, échanger avec mes collègues sur la problématique du jour ou sur la dernière comédie de Judd Apatow. Prendre des heures à imaginer des scénarios improbables, d'où jaillit toujours une bonne idée. Mais ce qui m'anime particulièrement, c'est que chaque matin, j'ai conscience d'apporter une nouvelle pierre à l'édifice.*



## About CHapet Hill

CHapet Hill is an independent audiovisual advertising agency founded in Dijon, France in 2010.

It designs and produces films that are moving, sometimes impertinent, always creative. It prides itself on listening to companies and helping them achieve their goals and challenges they face. The agency's investment always rises to meet the trust given and its enthusiasm, on every project, is perfectly intact.

## INTERNSHIPS

### Where will you gain professional experience?

ENCATC has scoured interesting opportunities across the arts and cultural sector and the globe for a selection of internships and placements to help you improve your skills and build your resume!



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# INTERNSHIP IN BERLIN

## Galerie Barbara Thumm

Galerie Barbara Thumm is a Berlin gallery for contemporary art founded in 1997 with a nationally and internationally oriented program. Since its foundation, it has established a distinct programme and realized ambitious installations, not only in the gallery but also in various project spaces in Berlin. The gallery programme emphasizes on representational work, which combines various media and is multifaceted in its artistic strategies. The gallery works with internationally established artists, artists estates as well as with younger positions and has accompanied many of the gallery artists since the beginnings of their careers. It has also participated regularly at international art fairs.

Galerie Barbara Thumm is currently looking for a committed student for an internship that provides a good insight into the processes of a gallery and the opportunity to gain or expand practical experiences.

### Tasks:

- General office organization
- Supervision of visitors
- Exhibition organization
- Trade fair preparation
- Research
- Contributing to the website
- Press and Public Relations

### Profile:

- Sympathetic appearance and excellent manners
- Commitment and initiative
- Strong communication skills
- Quick comprehension
- Accuracy and reliability
- Load capacity
- Confident handling of texts, very good written and spoken German
- Good knowledge of English
- Good knowledge of Photoshop and InDesign (required)
- Dealing with MS Office (Excel and Word)



Photo by frimufilms - www.freepik.com

## IMPORTANT INFORMATION



DEADLINE TO APPLY:  
24 March 2026



FIELD:  
Visual Arts



PLACE :  
Berlin, Germany



WEBSITE :  
[www.bthumm.de](http://www.bthumm.de)



LANGUAGES:  
German, English



REMUNERATION :  
Not specified

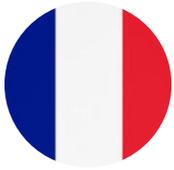


PERIOD:  
Not specified



CONTACT :  
[bewerbung@bthumm.de](mailto:bewerbung@bthumm.de)

ENCATC IS NOT RESPONSIBLE FOR ANY CHANGES TO DATES, DEADLINES, ETC.  
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## STAGE EN FRANCE

# Pôle Événementiel et Spectacle Vivant de la Ville de Saint-Hilaire-de-Riez

Travailler au sein du Pôle Événementiel et Spectacle Vivant, c'est:

- Intégrer une équipe de 4 personnes
- Travailler lors de pics d'activité dans une bonne ambiance
- Participer à la préparation des événements organisés par la Ville (Battle de Riez, Fêtes de Noël, Saison Buissonnière)
- Travailler en lien avec d'autres services municipaux
- Travailler au côté de personnes de métiers différents (artistes, techniciens, prestataires)
- Se faire une première expérience dans le secteur de la Culture et de l'Événementiel

### Activités :

- Identifier les besoins logistiques et d'accueil des équipes artistiques
- Participer au suivi et à la gestion des demandes des différents interlocuteurs (compagnies, services techniques, régisseurs, prestataires...)
- Organiser des interventions avec les écoles
- Participer à l'organisation logistique de l'accueil: hébergements, transferts, restauration
- Apporter un soutien sur l'accueil et les installations (temps de montage et/ou démontage)
- Accueillir et orienter le public
- Assurer la gestion des candidatures des exposants du Marché de Noël

### Profil:

- Être en cours d'acquisition d'un diplôme des métiers du spectacle ou événementiel ou en voie d'orientation vers ce secteur
- Maîtriser le pack Office et Outlook
- Être titulaire du permis B-aptitude à la conduite de tous véhicules et utilitaires
- Des savoir-faire:
  - Respecter les échéances
  - Savoir prioriser les tâches
  - Se sentir à l'aise au téléphone et dans la rédaction de mails
- Des savoir-être:
  - Savoir travailler en équipe, en binôme dans le respect des consignes
  - Avoir le sens de l'initiative
  - Être rigoureux/se et organisé/e
  - Avoir un intérêt pour le spectacle vivant



Photo credit: <https://commons.wikimedia.org/wiki/Category:Romainville>

## INFORMATIONS IMPORTANTES



DATE LIMITE DE CANDIDATURE :  
29 mars 2026



MILIEU :  
Événementiel culturel, spectacle vivant



LOCALISATION :  
Saint-Hilaire-de-Riez, France



SITE WEB :  
[www.sainthilairederiez.fr](http://www.sainthilairederiez.fr)



LANGUE(S):  
Français



REMUNERATION :  
Pas de spécificités



PERIODE :  
4 mois. Début 1er septembre 2026



APPLICATION:  
[www.jobculture.fr/emploi-culture/assistant-e-charge-de-production/](http://www.jobculture.fr/emploi-culture/assistant-e-charge-de-production/)

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## STAGE EN BELGIQUE

### Assistant(e) de production festival ARS MUSICA

Fondé en 1989, Ars Musica est un festival international de musique contemporaine de référence en Belgique. Basé à Bruxelles, Ars Musica met à l'honneur la création musicale, s'aventurant également sur différents territoires artistiques. Ars Musica est une plateforme unique de rencontres, un temps fort et festif du mois de novembre, mobilisant des ensembles et compositeurs nationaux et internationaux, dans un esprit de créativité et d'ouverture, le regard tourné vers l'Europe et le reste du monde.

L'assistant(e) de production est en charge de la préparation et du suivi de la réalisation des productions (concerts) du festival: organisation logistique, ainsi que des aspects liés à la postproduction. L'assistant(e) de production aide la responsable de production dans les tâches suivantes:

#### En Amont / Préproduction:

- Production: contact avec les artistes et partenaires, réalisation et suivi des feuilles de route, planning des concerts etc.
- Organisation: réservation des salles et lieux divers, gestion des déplacements des artistes et du transport du matériel, réservation des hébergements, location d'instruments et de matériel, organisation des répétitions, suivi du catering, etc.
- Communication : relecture de textes de concert et du site web

- Divers: organisation de réceptions, tâches administratives journalières (archivage, envois...), etc.

#### Pendant le Festival

- Accueil: accueil des artistes et suivi de l'organisation sur le terrain (gestion des loges, du catering...).
- Billetterie: aide à la billetterie (tarifs, places VIP, accueil aux concerts, gestion pratique, décompte...).
- Logistique: préparation de la logistique quotidienne et des besoins pratiques pendant la durée du festival.

#### Profil:

- Sens de l'organisation et du travail d'équipe, précis, réactif, flexible et autonome.
- Expérience souhaitée dans le secteur culturel, dans la production et l'organisation.
- De formation supérieur.
- Maîtrise des outils bureautiques courants et familiarisé(e) à l'informatique en général (Mac).
- Souhaité: résident à Bruxelles pendant la durée du stage, connaissance de l'Anglais

Intéressé(e)?

Envoyez votre CV et lettre de motivation à [katrien.dobbelaere@arsmusica.be](mailto:katrien.dobbelaere@arsmusica.be)

## INFORMATIONS IMPORTANTES



DATE LIMITE DE CANDIDATURE:  
2 mars 2026



MILIEU:  
Festival



LOCALISATION:  
Galerie Louise 203/1, 1050 Bruxelles, Belgique



SITE WEB:  
[www.arsmusica.be](http://www.arsmusica.be)



LANGUE(S):  
Français, Anglais



REMUNERATION:  
Pas de spécificités



PERIODE:  
6 mois (mai-décembre) Pause en été



CONTACT:  
[katrien.dobbelaere@arsmusica.be](mailto:katrien.dobbelaere@arsmusica.be)  
+ 32 (0)2 / 219 26 60

ENCATC IS NOT RESPONSIBLE FOR ANY CHANGES TO DATES, DEADLINES, ETC.  
IT IS ALWAYS ADVISED TO CONTACT THE INTERNSHIP HOST ORGANISATION DIRECTLY.



# INTERNSHIP IN NIGERIA

## African Artists' Foundation (AFF)

The African Artists' Foundation (AAF) is committed to promoting contemporary African art and fostering cultural exchange through innovative programs and exhibitions. Joining their team means being part of a dynamic organization dedicated to supporting artists and enriching communities.

### Current Internship Openings:

- Curatorial/Creative Assistant: Assist curators in organizing exhibitions and researching artists. Support the development and implementation of curatorial projects and programs.
- Creative/Technical Assistant: Provide technical support for exhibitions and events, including installation and maintenance of artworks. Assist in the development of creative concepts for exhibitions and digital content.
- Gallery Assistant: Support gallery operations, including visitor services, inventory management, and administrative tasks. Assist in the coordination of exhibition openings and events.

To apply to any of these internship opportunities at AFF, fill the form at:

[www.africanartists.org/careers/](http://www.africanartists.org/careers/)

### Why work with them?

- Impactful work: Contribute to the growth and recognition of African artist on a global scale..
- Collaborative environment: Join a diverse and passionate team that values creativity, diversity, and collaboration.
- Professional Growth: Develop your skills and expertise in a stimulating and supportive work environment.



Photo by evening\_tao - www.freepik.com

## IMPORTANT INFORMATION



DEADLINE TO APPLY:  
Not specified



FIELD:  
Visual Arts, Gallery



PLACE:  
Victoria Island, Lagos, Nigeria



WEBSITE:  
<https://africanartists.org/>



LANGUAGE(S):  
English



REMUNERATION:  
Not specified



PERIOD:  
Not specified



CONTACT:  
Fill the form at:  
<https://africanartists.org/careers/>

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# INTERNSHIP IN UNITED KINGDOM

Art&Graft



Photo by Jean Beaufort - www.publicdomainpictures.net

Art&Graft is an expert team of design and motion specialists dedicated to making brands move with beauty and intent. Their internship Programme 2026 is Open! Twice yearly, the studio opens its doors to aspiring designers and young creatives who want to gain insight and hands-on experience in the industry. Working across a range of disciplines, you'll have the opportunity to build on your strengths and develop new skills, with the support of the in-house team and a creative mentor.

Link to application form:

[https://docs.google.com/forms/d/e/1FAIpQLScL\\_5R8KtKgB-L8OSVGZIJ84kyUAQkYPv\\_YTf83antF-HQV7g/viewform](https://docs.google.com/forms/d/e/1FAIpQLScL_5R8KtKgB-L8OSVGZIJ84kyUAQkYPv_YTf83antF-HQV7g/viewform)

## Profile

- Someone at the start of their journey who has a real interest in motion design, branding and animation. This is an extremely exciting time for the industry and they are looking for someone who can echo this enthusiasm.
- A succinct showreel or portfolio demonstrating your best work.

## What is offered:

- A solid breadth of experience working with some of the world's most progressive brands
- A comprehensive portfolio review and advice from a relevant skillset in the team
- An incredibly supportive, friendly team who are keen to impart their wisdom.

## IMPORTANT INFORMATION



DEADLINE TO APPLY:  
29 May 2026 11:59pm (UK time)



FIELD:  
Arts, Graphic Design



PLACE:  
London, UK



WEBSITE:  
[www.artandgraft.com/](http://www.artandgraft.com/)



LANGUAGE(S):  
English



REMUNERATION:  
£12.71/h



PERIOD:  
3 months. June-August



CONTACT:  
[hello@artandgraft.com](mailto:hello@artandgraft.com)

ENCATC IS NOT RESPONSIBLE FOR ANY CHANGES TO DATES, DEADLINES, ETC.  
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## INTERNSHIP IN HONG KONG

### Asia Society Hong Kong Centre (ASHK)

Asia Society Hong Kong Centre is an independent non-governmental educational organization with the mission to navigate shared features for Asia and the world in the fields of arts and culture, business and policy. It is one of 16 centers of Asia Society's diverse network across the globe. Since 2012, ASHK is situated at the Former Explosives Magazine of the Victoria Barracks, a site steeped in history, cultural significance and natural beauty. Through conservation, restoration and adaptive reuse, the heritage site has been transformed into a cultural and intellectual hub, combining heritage preservation with a distinct modern aesthetic complete with world-class performance and conference facilities that offer a broad range of arts and culture, business and policy programs, and exhibitions to the community.

As it continues to grow, it occasionally looks for qualified, highly motivated individuals who share their vision to forge closer ties between Asia and the West in arts and culture, business and policy in a global context. ASHK gives university students from all backgrounds the opportunity to gain real-world experience. Internships are available year-round in the following teams:

- Events and Visitor Service
- Gallery and Exhibition
- Programs
- Communications
- Development and Membership
- Human Resources



Photo by tawatchai07 - www.freepik.com

#### Requirements:

- University student aged 18 or above
- Holder of Hong Kong S.A.R. Permanent ID Card or a valid visa permitting internship in Hong Kong
- Passionate and enthusiastic about the organization's work and mission

Internships are unpaid but allowance is provided for each work day. Applications are accepted throughout the year. Internships are available on a full or part-time basis. If you are a motivated student seeking an internship opportunity, please send your application, including CV and cover letter, to [hrhk@asiasociety.org.hk](mailto:hrhk@asiasociety.org.hk).

### IMPORTANT INFORMATION



DEADLINE TO APPLY:  
Not specified



FIELD:  
Culture, Arts, Gallery



PLACE:  
Hong Kong



WEBSITE:  
[www.asiasociety.org/hong-kong](http://www.asiasociety.org/hong-kong)



LANGUAGE(S):  
English



REMUNERATION:  
Unpaid. Allowance provided



PERIOD:  
Not specified



CONTACT:  
[hrhk@asiasociety.org.hk](mailto:hrhk@asiasociety.org.hk)



## STAGE EN FRANCE

### 22,48 m2 galerie d'art contemporain

Envie de plonger au Cœur de la vie d'un galerie d'art contemporain? Gallérie 22,48 m2 recherche un(e) stagiaire motivé(e) pour rejoindre leur équipe et participer à toutes les étapes de la vie de la galerie.

22,48 m<sup>2</sup> est une galerie d'art contemporain dédiée à la promotion des artistes émergents. Fondée en 2010, elle contribue activement à la scène artistique contemporaine française et internationale. Son nom fait référence à la superficie de son premier espace d'exposition à Belleville, Paris, un lieu modeste qui incitait les artistes à repenser leurs pratiques et à favoriser l'expérimentation. En 2023, la galerie a déménagé à Romainville, intégrant le projet collectif KOMUNUMA, aux côtés d'autres galeries et structures artistiques.

#### Activités:

- Accueillir et accompagner le public, avec sens de la médiation
- Participer à l'organisation des expositions
- Contribuer à la communication et à la promotion de la galerie
- Gérer et organiser les archives
- Participer à la gestion quotidienne de l'espace

#### Profile:

- Passionné.e d'art contemporain
- À l'aise en anglais
- Excellente maîtrise de l'orthographe et de la rédaction

- Rigoureux.se, réactif.ve et capable de travailler en équipe
- Des connaissances en informatique, graphisme (InDesign), photo et vidéo sont un plus

#### Information pratique:

- Quand: mars-avril-mai 2026
- Horaires: 4 jours par semaine (mercredi à samedi, 10h-18h) Durée: 2 à 3 mois (309 heures au total, environ 44 jours à 7h)
- Stage non rémunéré
- Convention de stage obligatoire avec ton établissement

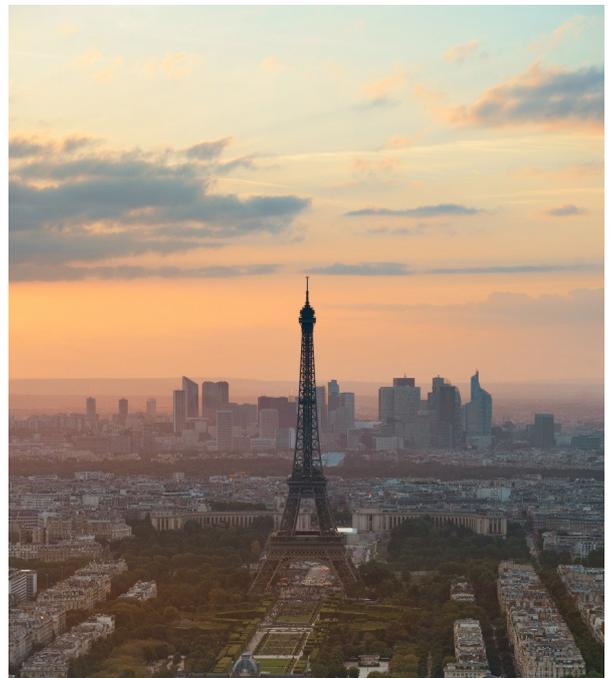


Photo by TravelScape - www.freepick.com

## INFORMATIONS IMPORTANTES



DATE LIMITE DE CANDIDATURE:  
Pas de spécificités



MILIEU:  
Gallérie



LOCALISATION:  
Paris, France



SITE WEB:  
[www.2248m2.com](http://www.2248m2.com)



LANGUE(S):  
Français, Anglais



REMUNERATION:  
Non rémunéré



PERIODE:  
Mars-avril-mai 2026



CONTACT:  
[contact@2248m2.com](mailto:contact@2248m2.com)

ENCATC IS NOT RESPONSIBLE FOR ANY CHANGES TO DATES, DEADLINES, ETC.  
IT IS ALWAYS ADVISED TO CONTACT THE INTERNSHIP HOST ORGANISATION DIRECTLY.



## INTERNSHIP IN GERMANY

### 16th Kurdish Film Festival Berlin



Photo by freepik - www.freepik.com

The 16th Kurdish Film Festival Berlin will take place from September 25 to October 1, 2026 at Kino Babylon on Rosa-Luxemburg-Platz. Every year, the festival presents a diverse program of Kurdish cinema and promotes cultural exchange. This year it is offering a mandatory internship in the field of animation, web and graphic design to support the preparation and implementation of the 16th edition of the festival.

#### Internship areas:

- Animation
- Graphic design
- Web and social media

#### Tasks:

- Animation
- Development and design of the festival trailer
- Video editing and animations for web and social media channels
- Graphic design
- Design of festival posters
- Creation of flyers, catalogues and programme brochures
- Design of T-shirts
- Development of further advertising and communication materials

#### Profile:

- Interest in film, cinema and cultural education
- Initial experience with common design tools (e.g. Adobe Creative Suite, Figma or comparable programs)
- Ability to work in a team, reliability and independent way of working
- Studies or training in the field of animation, communication design, media design, illustration or in a related course of study

#### Important information:

Duration: 3 to 6 months. Mandatory internship as part of a course of study or training. Send your application with CV and, if necessary, work samples! By e-mail (max. 4 MB) to [mail@sprachenatelier-berlin.de](mailto:mail@sprachenatelier-berlin.de)

## IMPORTANT INFORMATION



DEADLINE TO APPLY:  
19 Mars 2026



FIELD:  
Festival, Film & Broadcast, Visual Arts



PLACE:  
Berlin, Germany



WEBSITE:  
[www.sprachenatelier-berlin.de](http://www.sprachenatelier-berlin.de)



LANGUAGE(S):  
German, English



REMUNERATION:  
Not stated



PERIOD:  
3 to 6 months



CONTACT:  
Tomey Savan  
[mail@sprachenatelier-berlin.de](mailto:mail@sprachenatelier-berlin.de)

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## STAGE EN FRANCE

### Piano aux Jacobins Festival

Piano aux Jacobins, créé en 1980, est un festival exclusivement consacré au piano. Chaque année, en septembre, il prend place dans le cadre exceptionnel du Cloître des Jacobins à Toulouse. Rendez-vous de musiciens de formation classique, mais aussi de jazz, Piano aux Jacobins réunit de jeunes talents et des grands noms du piano dans une programmation toujours accueillie avec enthousiasme.

Nous vous invitons à rejoindre l'équipe du festival, du mercredi 1er avril au vendredi 29 mai 2026. Le/la stagiaire travaillera en étroite collaboration avec la chargée de coordination et la direction du festival, et interviendra sur les missions suivantes :

#### Activités:

- Préparation de l'ouverture de la billetterie
- À partir de mai: accueil et information du public, par téléphone et au bureau du festival
- Vente des billets
- Contribution à l'édition du dossier de presse 2026
- Relecture de différents supports de communication
- Veille au bon référencement du festival sur Internet et suivi des réseaux sociaux
- Distribution de flyers dans les commerces toulousains



Photo by Jean-Paul Tonnelier - www.flickr.com

#### Profil:

- Vous manifestez un vif intérêt pour la musique classique
- Vous faites preuve de rigueur et d'autonomie
- Vous êtes à l'aise dans les relations publiques.

Merci d'adresser vos candidatures (CV et lettre de motivation) par mail à [cdargoubet@pianojacobins.com](mailto:cdargoubet@pianojacobins.com) et [tilianamuller@pianojacobins.com](mailto:tilianamuller@pianojacobins.com)

## INFORMATIONS IMPORTANTES



DATE LIMITE DE CANDIDATURE :  
Pas de spécificités



MILIEU :  
Festival, Musique



LOCALISATION :  
Toulouse, France



SITE WEB :  
[www.pianojacobins.com/](http://www.pianojacobins.com/)



LANGUE(S) :  
Français



REMUNERATION :  
Pas de spécificités



PERIOD :  
1er avril-29 mai



CONTACT :  
[cdargoubet@pianojacobins.com](mailto:cdargoubet@pianojacobins.com)  
[tilianamuller@pianojacobins.com](mailto:tilianamuller@pianojacobins.com)

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# INTERNSHIP IN SINGAPORE

## Asia-Europe Foundation (ASEF): Culture Department

The Asia-Europe Foundation (ASEF) is an intergovernmental not for profit organisation based in Singapore and operating in 51 countries of the Asia-Europe Meeting (ASEM)<sup>1</sup>. Culture is one of ASEF's seven key thematic areas. In this field, it promotes cultural cooperation by connecting artists, cultural professionals, arts organisations, public institutions, networks and museums in Asia and Europe. It responds to current gaps in cultural cooperation between Asia and Europe by providing access to information, enabling building of capacity, facilitating dialogue and knowledge sharing and promoting artistic diversity.

If you are interested in gaining insights and expertise in the world of international cultural relations, it will provide you with the opportunity to work with talents from all over Asia and Europe, and help you develop project management skills and life skills – an experience that will stay with you, no matter where your career takes you. During the internship, you will be assigned a supervisor who will be responsible for guiding you through the duration of your internship.

### Tasks:

- Support project events (online/hybrid/onsite) through background research, correspondence with partners and participants, draft letters, etc.
- Provide administrative, proofreading, inventory, and data entry support to the Culture department.
- Support the communication activities of the Department for all planned events including logistics, outreach and communication on ASEF's

websites and social media platforms, content, and related publication activities.

### Profile:

- BA or MA students with international relations/ cultural diplomacy focus with a minimum internship period of 3 months to 6 months.
- You are a citizen of any of the 51 ASEM Partner Countries.

### Application information:

Interested candidates should send their cover letter and CV to [culture@asef.org](mailto:culture@asef.org) with the subject "INTERNSHIP\_ CE Dept\_Your Name" and indicating the following:

- Nationality
- Date of Birth
- Expected graduation date from the current academic degree that you are studying for
- Your available period for full-time internship of 3 to 6 months



Photo by Kin Pastor - [www.pexels.com](http://www.pexels.com)

## INFORMATIONS IMPORTANTES



DEADLINE TO APPLY:  
Not stated



FIELD:  
Cultural Management



LOCALISATION :  
Singapore



SITE WEB :  
<https://asef.org/>



LANGUAGE(S):  
English



REMUNERATION :  
Not stated



PERIOD :  
3-6 months



CONTACT:  
[culture@asef.org](mailto:culture@asef.org)

ENCATC IS NOT RESPONSIBLE FOR ANY CHANGES TO DATES, DEADLINES, ETC.  
IT IS ALWAYS ADVISED TO CONTACT THE INTERNSHIP HOST ORGANISATION DIRECTLY.



## INTERNSHIP IN GERMANY

### Film production intern at Coproduction Office

Based in Paris and Berlin, Coproduction Office is a leading international distributor and producer of bold, auteur-driven films, known for their daring content and distinctive cinematic language. Their international sales division represents films produced by Philippe Bober, selected acquisitions, and restored classics by master filmmakers such as Roberto Rossellini, Márta Mészáros, and Konrad Wolf.

They offer an international, collaborative, and fast-paced workplace. Team members benefit from strong collegial support, meaningful responsibilities, cross-departmental involvement, and opportunities for career advancement — all while contributing to the work of some of today's most exciting and visionary directors and artists.



Photo by www.pixabay.com

#### Tasks:

As a Production Intern, you will assist our producers and our CFO throughout the entire lifecycle of a film — from early development to financing, production, post-production, festival premieres, and international distribution via our in-house sales branch - on our current projects by Ruben Östlund, Ulrich Seidl, Jessica Hausner, and Susanne Heinrich.

#### Profile:

- Native speaker or fully fluent in at least two of their three working languages: English, French, or German (both written and spoken)
- Precise, accountable and motivated, with a strong attention to detail and respect for deadlines
- Experienced in the film industry and/or have a strong academic or professional background in law, finance, business affairs or a related field
- Capable of interacting with professionals across different sectors: film industry, public funding institutions, finance and legal fields
- Flexible, solutions-oriented, and proactive
- Proficient in Excel, comfortable working with numbers, and interested in finance and accounting (any legal training is a strong asset)
- Tech-savvy and experienced with cloud-based tools and virtual workspaces

If you are interested, please send your resume and a cover letter explaining why you are the ideal candidate for this position to: [staff@coproductionoffice.eu](mailto:staff@coproductionoffice.eu).

### IMPORTANT INFORMATION



DEADLINE TO APPLY:  
18 Mars 2026



FIELD:  
Film & Cultural Industries



PLACE:  
Berlin, Germany



WEBSITE:  
<https://coproductionoffice.eu>



LANGUAGE(S):  
English, German and French



REMUNERATION:  
1,200€/month gross (before taxes)



PERIOD:  
6 months, starting based on availability



CONTACT:  
[staff@coproductionoffice.eu](mailto:staff@coproductionoffice.eu)

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# INTERNSHIP IN THE NETHERLANDS

## ELIA

Join ELIA as their next Events Intern! Gain hands-on experience organising international events that shape the future of higher arts education. Based in one of Amsterdam's vibrant creative hubs, you'll work alongside a passionate team delivering impactful, hybrid and in-person gatherings for students, educators, and leaders across Europe. This internship offers a dynamic, creative environment where you'll sharpen your event production, communication, and technical skills—while contributing to projects like ELIA Biennial Conference 2026 and Creative Skills Week 2026. If you're organised, proactive, and ready to make your mark in the arts education sector, this is the role for you.

### Profile

ELIA is looking for a driven Events Intern to assist in a variety of practical and logistical tasks associated with organising upcoming ELIA events, both online and in person. The Events Intern should have some experience in event management and the ability to work independently. Excellent organisational skills and a proactive attitude are a must. Experience with digital events and video production is preferred.

### Tasks:

- Supporting the logistics, production, and registration efforts for upcoming ELIA events, especially for the PIE Internationalisation Community Meeting 2026, Creative Skills Week 2026 and ELIA Biennial Conference 2026;
- Supporting communication activities related to ELIA events;

- Assisting with the planning of event programmes;
- Preparing event materials (mostly digital);
- Coordinating event documentation.

### Skills & Competences:

- Higher education qualification in Events Management or a related field;
- Excellent verbal and written communication skills in English;
- Ability to effectively communicate and liaise with diverse groups and cultures;
- Computer literate and proficient in Microsoft Office;
- Basic knowledge of video conferencing tools and video production;
- Basic video editing skills;
- Good technical and IT skills;
- Self-motivated, proactive, well-organised, and efficient;
- Experience and knowledge in event marketing and event communication are appreciated.

Candidates must have a valid work permit for the Netherlands (according to Dutch Labour Law) already in place, which pertains to the time they will be working with ELIA. Interview Dates: 24 – 25 March.

Application form: <https://elia.homerun.co/events-intern-3/en/apply?&step=1>

## IMPORTANT INFORMATION



DEADLINE TO APPLY:  
16 March 2026



FIELD:  
Events, Culture



PLACE:  
Amsterdam, Netherlands



WEB:SITE:  
[www.elia-artschools.org](http://www.elia-artschools.org)



LANGUAGE(S):  
Dutch, English



REMUNERATION:  
400€/month



PERIOD:  
4-5 months beginning on April 2026



CONTACT:  
Joana Alves, HR and Operations Manager  
[joana.alves@elia-artschools.org](mailto:joana.alves@elia-artschools.org)



# INTERNSHIP IN THE NETHERLANDS

## Eye Film Museum in Amsterdam

Eye is a film museum in the Netherlands and a treasurer, pioneer and guide in the world of film and the art of the moving image. The museum manages an international collection of more than 60,000 films and creates leading exhibitions on film and visual arts. Eye shows film in all its diversity and, in collaboration with the film sector, promotes Dutch film at home and abroad. With educational programmes, Eye stimulates the understanding of and love for film, in collaboration with education and the film industry.

As a Marketing & Communication Intern, you will support the department in implementing the (online) marketing policy. Think of creating and creating online content, formatting Insta Stories and writing social media copy. During this internship period, for example, you will work on the visibility of two film programmes, one temporary exhibition and the summer programme.

### Tasks:

- Designing and creating online content and online campaigns around the museum, the collection and film programmes;
- Thinking about marketing campaigns for programs and exhibitions;
- Introducing cultural agendas;
- Collecting images for the weekly newsletter;
- Preparing articles for the online magazine;
- Writing social media copy;
- Webcare and monitoring social media posts;
- Scheduling social media posts.

### Profile:

- Enrolled in a training institution
- Good command of the Dutch and English language, verbally and in writing
- Experience with Photoshop, inDesign and Premiere Pro
- Affinity with social media and online marketing: being aware of current trends and having an interest in creating content
- Proactive, creative and independent
- Affinity with film or the museum sector

Send your application letter with CV stating 'Internship Marketing & Communication' via [AnnaMeijer@eyefilm.nl](mailto:AnnaMeijer@eyefilm.nl) for the attention of Anna Meijer, Online Marketer.

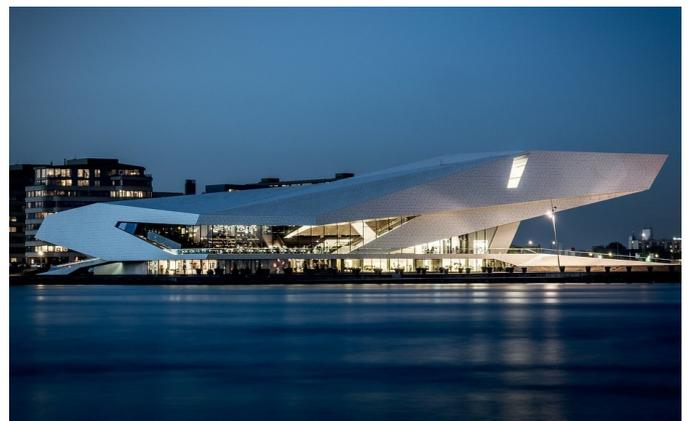


Photo by soomness - www.flickr.com

## IMPORTANT INFORMATION



DEADLINE TO APPLY:  
5 March 2026



FIELD:  
Museum, Film



PLACE:  
Amsterdam, Netherlands



WEB:SITE:  
<https://www.eyefilm.nl/en>



LANGUAGE(S):  
English , Dutch



REMUNERATION:  
Allowance of 500€ gross



PERIODS:  
Not specified



CONTACT:  
[AnnaMeijer@eyefilm.nl](mailto:AnnaMeijer@eyefilm.nl)



## INTERNSHIP IN BELGIUM

### Monty Performing Arts House



Are you creative, do you like performing arts and do you like to work with social media? Performing arts house Monty is looking for a communication & content creation intern from 16 February 2026. During your internship, you will contribute to Monty's communication and to the Antwerp edition of the Beyond the Black Box festival in May.

#### Tasks:

- Create creative content (video, image and text) for the social media of Monty and Beyond the Black Box
- Write captions and help plan and follow up on the content calendar
- Manage the social media of the Beyond the Black Box festival
- Help keep the websites up-to-date
- Support communication campaigns and think about how we reach our audience
- Request communication material from artists and companies
- Participate in a public survey

#### Profile:

- You study communication, media, art or a similar field
- You are interested in performing arts (theatre, performance, visual arts)
- You are creative and love to create content
- You are familiar with social media and digital tools such as CapCut (or learn quickly)
- You can work independently, take initiative and like to work accurately
- You are enthusiastic, flexible and easy to get along with

#### What is offered:

- An instructive internship in a vibrant performing arts house
- Plenty of room for your own ideas and creativity
- A look behind the scenes of a festival and an arts sector in motion
- Tailor-made guidance and a nice workplace in Antwerp

Photo by Robert101 - [www.flickr.com](http://www.flickr.com)

## IMPORTANT INFORMATION



DEADLINES TO APPLY:  
Not stated



FIELD:  
Performing Arts



PLACE:  
Antwerp, Belgium



WEBSITE:  
<https://monty.be/>



LANGUAGE(S):  
Dutch



REMUNERATION:  
Not stated



PERIOD:  
3 months. Part time



CONTACT:  
[info@artsquest.org](mailto:info@artsquest.org)

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# INTERNSHIP IN THE UNITED STATES

## Summer Internship at the Cleveland Public Theatre

Cleveland Public Theatre, through Studio in a School Association, is offering an exciting opportunity for a Graphic Design Intern this summer to get firsthand experience in helping to elevate the theater's internal and external design needs while learning the inner workings of a non-profit arts organization and the importance of show images in audience engagement.

### Tasks:

- Design the show image for the Student Theatre Enrichment Program's (STEP) annual summer touring show under guidance of the Graphic Designer.
- Conduct research, create vision board, attend rehearsal and meet with the team involved with creating the STEP show to gain inspiration to create the design.
- Archive season materials and file and catalog the new season print materials.
- Assist with creating signage (working with existing templates) for the theatre's annual fundraiser Pandemonium if time allows.
- Assist with designing program ads, online ads, flyers, social media graphics and other small projects that come up sporadically

### Profile:

- Must be currently enrolled as a junior or senior in a college or university preferably in Northeast Ohio pursuing a degree in Graphic Design or Illustration.
- Strong interest in career in graphic design. An interest in theatre or other performing arts is preferred, but not necessary.

- Candidates should have basic graphic design skill and be able to use InDesign, PDF Creative Suite and other basic software.
- They should also know basic layout and topography on a computer.
- Ability to work independently and as part of a team.
- Strong organizational skills and attention to detail.
- Must be able to take constructive feedback.
- Eager to learn new skills.
- Ability to work in a fast-paced environment

To apply, please submit your resume and a cover letter detailing your interest in the internship position, any relevant experience as well as a link to your portfolio including samples that showcase your layout and topography experience.



Photo by Freepik - www.freepik.com

## IMPORTANT INFORMATION



DEADLINES TO APPLY:  
Not stated



FIELD:  
Design, Theatre



PLACE:  
Cleveland, United States



WEBSITE:  
<https://www.cptonline.org/>



LANGUAGE(S):  
English



REMUNERATION:  
\$21/hr



PERIOD:  
June-August, 28 hours a week



CONTACT:  
N/A

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# INTERNSHIP IN GERMANY

## Long Night of Museums Berlin 2026

The Long Night of Museums was invented in Berlin in 1997 and has become the model for the Museum Nights, which now take place worldwide. With over 45,000 visitors, it is one of the largest and most successful cultural events in Berlin. Between 70 and 80 museums, exhibition halls and memorials present themselves annually on the last Saturday in August with a large programme. Kulturprojekte Berlin coordinates and realizes this major event. Among other things, it is responsible for topic identification, communication, marketing and ticketing, the festival center, visitor service and mobility services. The next Long Night will take place on 29.08.2026.

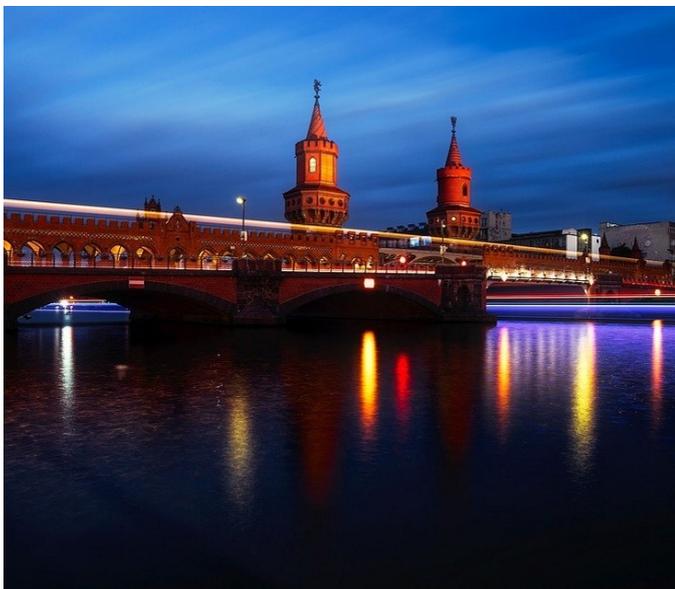


Photo by www.pixabay.com

### Profile:

- You are studying humanities or cultural studies, cultural management, media management or a comparable subject
- You are interested in Berlin's art and cultural landscape
- You work independently, are organizationally fit and can react flexibly to challenges
- You have a talent for communicating with people
- You express yourself very well in German and English
- You are proficient in the common MS Office applications

### What is offered:

- A nice workplace in the middle of Berlin with good transport connections
- The possibility of mobile working one day a week
- A fixed contact person for your concerns and questions before and during the internship as well as a detailed induction
- An interesting and varied internship in a committed team
- A monthly allowance of €500 gross

It is a prerequisite that the internship is completed alongside vocational or university training, as a compulsory internship as part of a course of study or as a mandatory internship in preparation for a course of study. Applications through Kulturprojekte Berlin's job portal.

## IMPORTANT INFORMATION



DEADLINE TO APPLY:  
16 Mars 2026



FIELD:  
Museum, Management



PLACE:  
Berlin, Germany



WEBSITE:  
[www.kulturprojekte.berlin](http://www.kulturprojekte.berlin)



LANGUAGE(S):  
German, English



REMUNERATION:  
500€/month gross



PERIOD:  
3 month full time June-August 2026



CONTACT:  
[bewerbungen@kulturprojekte.berlin](mailto:bewerbungen@kulturprojekte.berlin)  
HR team at +49 30 247 49 720

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# INTERNSHIP IN THE UNITED STATES

## Heritage Museum of Asian Art

Join the team and discover what it takes to bring a non-profit art museum to life. As a Museum General Operations Intern, you'll support day-to-day operations across multiple departments and gain an understanding of how exhibitions, programs, and visitor services come together to create an inspiring cultural experience.



### Profile

- Passionate about art, culture, and history
- Comfortable handling a variety of tasks
- Strong organizational and communication skills
- Willing to work both independently and in a team setting
- Open to assisting with programs and events on a flexible schedule

Photo credit: Cranes in an Iris Pond at Sunrise by Isoda Koryusai - [www.pxhere.com](http://www.pxhere.com)

### Tasks:

- Welcome visitors and assist with ticketing and general inquiries
- Provide front desk and administrative support, including data entry and record keeping
- Conduct engaging guided tours, sharing cultural and historical insights in an accessible way
- Provide cross-departmental support, which may include assisting education or development teams with short-term projects
- Assist with public programs, workshops, and community outreach events

Prior experience is not required but will be considered a plus. Candidates from all academic backgrounds are welcomed. Interns are expected to commit approximately 12 hours per week. While this is an unpaid internship, it offers an excellent opportunity to build hands-on experience in visitor services and behind-the-scenes operations at a museum.

If you're ready to contribute your talents and enthusiasm to this museum, we encourage you to apply and become part of the team!

To apply, send your resume, a brief statement, and the completed intern application form to [info@heritageasianart.org](mailto:info@heritageasianart.org).

## IMPORTANT INFORMATION



DEADLINES TO APPLY:  
15 March 2026



FIELD:  
Museum, Heritage



PLACE:  
Chicago, United States



WEBSITE:  
[www.heritageasianart.org](http://www.heritageasianart.org)



LANGUAGE(S):  
English



REMUNERATION:  
Unpaid



PERIOD:  
3 months, negotiable starting date



CONTACT:  
[info@heritageasianart.org](mailto:info@heritageasianart.org)

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## ENCATC PRAXIS FOR STUDENTS ISSUE N° 1 of 2026

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### COVER PHOTO

["Liquid Art Colorful Splash"](#) by Leon Dafonte Fernandez Flickr CC BY-NC 2.0

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## WHERE CAN TODAY'S STUDENTS AND TOMORROW'S CULTURAL MANAGERS GET A JUMP START ON THEIR CAREER? HOW CAN THEY ENHANCE THEIR PROFESSIONAL PROFILES TO TAKE ON TODAY'S COMPETITIVE JOB MARKET?

ENCATC, the European network on cultural management and policy, strongly encourages students and young/early career professionals to have work experience abroad. This is an opportunity for tomorrow's leaders to get a jump start on building their CVs, put into practice their knowledge learned through education and training, and develop and hone their skills in another cultural environment.

PRAXIS e-magazine is a unique information service provided to students enrolled in ENCATC member universities to study cultural management and cultural policy. Each issue aims to cover a wide geographical area and highlight opportunities for professional development across the many disciplines of the arts and cultural sector: festivals, performing arts, heritage, museums, creative industries, music, and many more! Since it was first published in 2008, ENCATC's PRAXIS magazine has published more than 1,000 offers including internships and educational opportunities in over 55 countries in Europe and beyond.

### ABOUT ENCATC:

ENCATC is the European network on cultural management and policy. It is an independent membership organisation gathering over 100 higher education institutions and cultural organisations in over 40 countries. Founded in 1992, ENCATC represents, advocates and promotes cultural management and cultural policy education, professionalises the cultural sector to make it sustainable, and creates a platform of discussion and exchange at the European and international level.

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1050 Brussels,  
Belgium

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