

# Sources of Information on Training & Employment Opportunities in Spain

**By Interarts**  
PRACTICS Infopoint – Spain

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**Document prepared by Interarts** ([www.interarts.net](http://www.interarts.net))  
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This document provides a set of information resources related to training, employment and internship opportunities in the cultural sector in Spain. It does not aim to be exhaustive. Should you identify any error in the information contained herein or wish to provide information about other relevant sources, please contact [practices@interarts.net](mailto:practices@interarts.net). Thank you.

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## 1. Employment Opportunities

The cultural labour market in Spain operates in a rather informal fashion, with existing employment opportunities being made known only to personal contacts or through sectorial organisations.

On the other hand, the practice of sending CVs as unsolicited job applications is also quite common, particularly among young professionals and those willing to enter the market, and can lead to an interview and potential employment at a later stage. However, candidates often have to apply to a large number of organisations before one of them gives results.

In any case, some organisations do provide information about existing job opportunities. Because of the decentralised nature of cultural competences in Spain as well as territorial and sectorial diversity, these are often disseminated through sector- or region-specific umbrella organisations and federations. The most relevant sources have been listed below in 1.1.

Section 1.2 lists general employment resources (i.e. websites presenting job opportunities in a variety of sectors) which can also occasionally be relevant to those in the cultural sector.

### 1.1. Specific resources for the cultural sector

#### General information for the cultural sector

- **Docultura** – Web site specialized in the profile management of cultural professionals.  
[www.docultura.com](http://www.docultura.com)

- **Infoculture** – Web site provides information on job offers in the cultural sector.  
[www.infoculture.info](http://www.infoculture.info)
- **Gestión y Cultura** – Web site provides latest information on job offers and grant announcements in the cultural sector.  
[www.gestionycultura.com](http://www.gestionycultura.com)
- **Empleos Creativos** – Web site provides job offers for cultural professionals.  
[www.empleoscreativos.es](http://www.empleoscreativos.es)

## Performing Arts

- **The Union of Actors** – professional and independent union of the Community of Madrid which provides its members with access to job offers in the theatre and audiovisual sector.  
[www.uniondeactores.com](http://www.uniondeactores.com)
- **The Association of Actors and Directors of Catalonia (AADPC)** – the association provides its members with access to job offers received in the AADPC headquarters.  
[www.aadpc.cat](http://www.aadpc.cat)
- **The Union of Actors and Performers of Andalusia** – provides its members with access to job offers.  
[www.uniondeactoresdeandalucia.com](http://www.uniondeactoresdeandalucia.com)
- **The Union of Basque Actors** - provides its members with access to job offers.  
[www.actoresvascos.com](http://www.actoresvascos.com)
- **The Association of Dance Professionals in the Madrid Region** - provides its members with access to job offers.  
[www.porladanza.com](http://www.porladanza.com)
- **The Association of Dance Professionals in Catalonia** – provides its members with access to job offers.  
<http://www.dansacat.org>
- **Danza.es** – provides information on job offers in the dance sector.  
[www.danza.es](http://www.danza.es)
- **National Centre for Dance Professionals** – provides information on job offers in the dance sector.  
<http://usuarios.lycos.es/cenproda>

## Visual Arts

- **Association of Visual Artists of Catalonia** – Among many other services, the AAVC provides its members with professional guidance.  
[www.aavc.net](http://www.aavc.net)

- **Visual Artists Associated of Madrid** – Among many other services, AVAM provides information on existing employment opportunities.  
<http://www.avam.net>
- **Union of Visual Artists Associations** – several regional associations of visual arts professionals have constituted the UAAV. Although not all of them provide regular information on employment opportunities, the UAAV portal is a good starting point to access their respective websites.  
<http://www.uaav.org>
- **The Institute of Contemporary Art (IAC)** – provides information on job offers in the visual arts sector.  
[www.iac.org](http://www.iac.org)
- **hoyesarte.com** – Web site provides information on latest job offers in the cultural sector.  
[www.hoyesarte.com](http://www.hoyesarte.com)
- **Arte y Mercado** – Web site provides information on job offers for cultural professionals.  
[www.arteymercado.com](http://www.arteymercado.com)

## Audiovisual

- **Quien TV** – Web site which gathers job offers for professionals from the TV world (in Spain, Portugal and Latin America).  
[www.quientv.com](http://www.quientv.com)
- **Media Jobs** – Web site which gathers job offers in the audiovisual sector, TV world, film industry, graphic design, etc. in Spain and other European countries.  
[www.mediajobs.es](http://www.mediajobs.es)

## Literature

- **Escritores.org** – Web site which offers resources for writers. It provides copy editors, readers of originals, translators and others with an opportunity to expose their job application to more than 2000 companies in the editorial sector (cost: 6 EUR).  
[www.escritores.org](http://www.escritores.org)
- **Editores** - Web site for professionals working in publishing. This web site provides information on grants and support programmes for editors and writers, as well as other cultural professionals.  
[www.ediciona.com/recursos\\_economicos-rec-t1.htm](http://www.ediciona.com/recursos_economicos-rec-t1.htm)

## Heritage

- **The Spanish Association of Historical Heritage Restoration Companies (ARESPA)** - provides its members with access to job offers.  
[www.arespaph.com](http://www.arespaph.com)

## Cultural Management

- **Cultural Managers of the Balearic Islands (GCIB)** - provides its members with access to job offers.  
[www.gestorsculturalsib.org](http://www.gestorsculturalsib.org)
- **Association of Professionals in Cultural Management of Catalonia (APGCC)** – provides its members with access to job offers.  
[www.gestorcultural.org](http://www.gestorcultural.org)
- **The Association of Professionals in Cultural Management of Navarra** - provides its members with access to job offers.  
[www.gestionculturana.org](http://www.gestionculturana.org)
- **The Association of Cultural Managers of Valencia Region** – delivers information about job offers for cultural managers.  
[www.gestioculturalpv.net](http://www.gestioculturalpv.net)
- **The Association for Cultural Management in Asturias (AGCA)** – delivers information about job offers for cultural managers.  
<http://agcasturias.blogspot.com>

## Public employment

- **The Ministry of Culture, section: Public Employment**  
Information on the calls for applications by the Ministry of Culture for civil servants and administrative staff.  
[www.mcu.es](http://www.mcu.es)
- **Spanish Agency of International Cooperation for Development (AECID)** – provides information on the calls for applications for civil servants and administrative staff in Spain and Spanish cultural centres abroad. Also offers programs for Young Aid Workers to participate in cooperation projects in Latin America, Asia, Africa, Central and Eastern European countries.  
[www.aecid.es/web/es/empleo/](http://www.aecid.es/web/es/empleo/)

## 1.2. General employment resources

The following websites provide information about employment opportunities in a variety of fields, including culture, the arts and the creative industries.

- **Infojobs** - [www.infojobs.es](http://www.infojobs.es)  
Category: Design and Graphic Arts; subcategories: Audiovisual Creation, Graphic Design, Industrial Design, Web Design, Editorial and Printing.  
Category: Professions, Arts and Offices; subcategories: Performing Arts, Plastic Arts, Craftsmanship, Photography, Translation and Interpretation.

- **Clasificados** – <http://empleo.clasificados.es>  
 Category: Artistic activities, recreation and entertainment; Subcategories: Performing Arts, Plastic Arts and Craftsmanship, Singing and Music Composition, Dance.  
 Category: Design and Graphic Arts; Subcategories: Audiovisual Creation, Graphic Design, Industrial Design, Web Design, Editorial and Printing, Photography, Illustration.  
 Category: Humanity and Social Sciences; Subcategories: Fine Arts, Documentation, Humanities and History of Art, Translation and Interpretation.
- **Infoempleo** - [www.infoempleo.com](http://www.infoempleo.com)  
 Area: Art, Culture, Society. Design, Creativity, Editorial, Documentation, Translation.
- **Computrabajo** - [www.computrabajo.es](http://www.computrabajo.es)  
 Category: Art, Design, Media.
- **Trabajos** - [www.trabajos.com](http://www.trabajos.com)  
 Sectors: Art/ Culture, Graphic Arts, Craftsmanship, Sport/ Culture/ Leisure, Recording, Editorial/ Multimedia/ Publications.  
 Working areas:  
 Design and Graphic Arts: Graphic Arts, Audiovisual Creation, Drawing, Design (Graphic, Industrial, Fashion, Multimedia), Editorial-Printing.  
 Independent and creative professions: Performing Arts (Dance/ Drama), Craftsmanship, Fine Arts, Drawing, Writers, Photography, Music (DJs/ singers/ instrumentalists).
- **Opción Empleo** - [www.opcionempleo.com](http://www.opcionempleo.com)  
 Types of industries: Art – Culture – Audiovisuals, Editorial and Printing, Publicity – Journalism, Translation – Documentation.
- **Mil anuncios** - [www.milanuncios.com](http://www.milanuncios.com)  
 Categories: Employment → Art and Design.
- **National Employment System (Sistema Nacional de Empleo)**, Professional Sector: Information and Artistic Manifestation.  
[www.sistemanacionalempleo.es](http://www.sistemanacionalempleo.es)

## 2. Training Opportunities

### 2.1. Information on training opportunities

#### Performing Arts

- **The Society of Actors or Performers of Spain** (AIE, Sociedad de Artistas Intérpretes o Ejecutantes de España).  
 The AIE supports educational and training projects for talented musicians, through programs such as Training Grants, Extension of music studies and studies of High Specialization, Courses and Seminars, as well as AIE master classes.  
[www.aie.es](http://www.aie.es)

- **The Union of Actors** – the union offers its members annual courses of specialised training organised in four blocks: monographic courses, international courses, specialised training workshops and open company courses.  
[www.uniondeactores.com](http://www.uniondeactores.com)
- **The Association of Actors and Professional Directors of Catalonia (AADPC)** – the association delivers information about professional courses to its members.  
[www.aadpc.cat](http://www.aadpc.cat)
- **ESCENICA. Centro de Estudios Escénicos de Andalucía** – the centre offers theatre studies for actors and technical studies for managers and technical staff of performances in Granada, Malaga and Seville.  
[www.juntadeandalucia.es/cultura/escenica](http://www.juntadeandalucia.es/cultura/escenica)
- **The Union of Basque Actors** – provides actors with information about professional courses.  
[www.actoresvascos.com](http://www.actoresvascos.com)
- **The Association of Actors of the Country of Valencia** – presents an offer of courses for actors and other professionals of cultural sector (courses for camera operators, managers of cultural companies, courses of production and digital technologies, courses of documentary production and others).  
[www.aapv.net](http://www.aapv.net)
- **The Cultural Association for Dance in the Madrid Region and The Association of Dance Professionals in the Madrid Region** – the two associations deliver information on dance education, organise retraining courses open for general public interested in the dance and facilitate participation in courses and workshops outside the Madrid Region.  
[www.porladanza.com](http://www.porladanza.com)
- **“En Escena” Cultural Association** – this association presents an offer of courses, workshops and grant announcements in the dance sector in La Rioja region.  
[www.casadeladanza.com](http://www.casadeladanza.com)

## Visual Arts

- **ARTEdeHOY.com** – an art portal which delivers information about training and education in Art, Craftsmanship and Fine Arts organised by Spanish institutions: preparation courses to entrance to schools and universities; masters in various artistic areas; workshops and seminaries in Art and Fine Arts.  
[www.artedehoy.net](http://www.artedehoy.net)
- **masdearte.com** – information on courses and workshops in various artistic disciplines and on various levels.  
[www.masdearte.com](http://www.masdearte.com)
- **Artque** – an art portal which delivers information about artistic schools, studies, courses and workshops.  
[www.artque.com](http://www.artque.com)

- **The Spanish Association of Contemporary Art Directors** – provides updated information on latest activities in the museum sector. The association offers courses and meetings for associated members.  
[www.adace.es](http://www.adace.es)
- **The Institute of Contemporary Art (IAC)** – provides information on courses, workshops and conferences in the visual arts sector.  
[www.iac.org.es](http://www.iac.org.es)

## Audiovisual

- **Quien TV** – Web site which presents an offer of courses in professions connected with the world of TV (schools, faculties, grants and courses).  
[www.quentv.com](http://www.quentv.com)
- **ESCAC** – Sitges Summer School. Summer cinema courses: Commercial and Film Sales, Cinematographic Studies, Photography, Music, Radio, Television and Cinematography.  
[www.escac.es](http://www.escac.es)

## Literature

- **Fedecali. The Spanish Federation of Book Chambers** – the federation organizes courses and seminars and has a documentation centre. Provides advice to members on fiscal and legal issues.  
[www.fedecali.es](http://www.fedecali.es)
- **CEGAL. The Spanish Confederation of Booksellers' Guilds and Associations** – provides information on awards in the book publishing sector.  
<http://www.cegal.es>

## Heritage

- **The Spanish Association for the Management of Cultural Heritage (AEGPC)** – an independent organisation which offers courses in Cultural Management as well as publishes information about university master and postgraduate courses.  
[www.aegpc.org](http://www.aegpc.org)
- **The Spanish Association of Museologists** – Web site which includes information about training for museologists (courses, master and postgraduate studies, seminars and others).  
[www.museologia.net](http://www.museologia.net)
- **The Spanish Federation of Associations of Archivists, Librarians, Archaeologists, Museologists and Documentalists (ANABAD)** – a federation which gathers professionals working in archives, libraries, museums, documentation and information centres, archaeological parks and performance centres, as well as those with professional interest in these institutions. It delivers information about studies in Library Science and Documentation, postgraduate studies in Library Science, Documentation, Archives and Museology, exam preparation courses for job

posts in Archives, Libraries, Documentation and Museums. The ANABAD also organizes its own specialized courses addressed to professionals and advanced students.

[www.anabad.org](http://www.anabad.org)

- **Spanish Federation Friends of the Museums (FEAM)** – presents information about masters and courses in museology and connected disciplines.  
[www.feam.es](http://www.feam.es)
- **World Heritage Cities in Spain** – Web site gathers information on latest courses and seminars organized on heritage.  
[www.ciudadespatrimonio.org](http://www.ciudadespatrimonio.org)

## Cultural Management

- **ENCATC – European Network of Cultural Administration Training Centres.** Training activities for ENCATC members' trainers and students (Spanish members: Fundación Autor in Madrid, Diputació de Barcelona (Àrea de Cultura), Grupo Xabide, UB – University of Barcelona, University of Deusto).  
[www.encatc.org](http://www.encatc.org)
- **Iberformat – Ibero American network of training in Cultural Management.** Information about training opportunities in Cultural Management training centres in the Latin American Area, as well as Spain and Portugal.  
[www.iberformat.org](http://www.iberformat.org)
- **Association of Professionals in Cultural Management of Catalonia (APGCC)** – the association offers seminars and trainings for professionals in the sector of culture and cultural management.  
[www.gestorcultural.org](http://www.gestorcultural.org)
- **PROCURA. Professionals in Culture of Aragon** – information about professional courses for cultural managers and experts.  
[www.procura.org](http://www.procura.org)
- **The Association of Cultural Managers of Extremadura (AGCEX)** – organises courses for cultural managers.  
[www.agcex.org](http://www.agcex.org)
- **Cultural Managers of the Balearic Islands (GCIB)** – information about professional courses for cultural managers.  
[www.gestorsculturalsib.org](http://www.gestorsculturalsib.org)
- **The Association of Cultural Managers and Experts of the Madrid Region (AGETEC)** – information about courses for cultural managers.  
[www.agetec.org](http://www.agetec.org)
- **The Association of Professionals in Cultural Management of Navarra** – information about courses for cultural managers.  
[www.gestionculturana.org](http://www.gestionculturana.org)

- **The Association of Cultural Managers of the Valencia Region** – an offer of courses for cultural managers.  
[www.gesticulturalpv.net](http://www.gesticulturalpv.net)

## Other

- **El Ojo Cojo** – a non-governmental organisation which aims at creating space for cultural integration. It offers workshops in various artistic disciplines.  
[www.elojocojo.org](http://www.elojocojo.org)

## 2.2. Training grants

- **The Ministry of Culture:**
  - 1) Training grants in the cultural institutions dependent on the Ministry.
  - 2) Grants for training of young professionals in cultural industries.[www.mcu.es](http://www.mcu.es)
- **The Autor Foundation** – the foundation offers grants for music studies abroad.  
[www.fundacionautor.org](http://www.fundacionautor.org)
- **Artistas, intérpretes o ejecutantes (AIE)** – this organization announces scholarships on music studies for young artists.  
[www.aie.es](http://www.aie.es)

## General information on grants

- **Infoculture** – provides information on latest grants and support programmes.  
[www.infoculture.info](http://www.infoculture.info)
- **Gestion y cultura** – provides information on latest grants and support programmes.  
[www.gestionycultura.com](http://www.gestionycultura.com)
- **Kulturklik** – provides information on latest news in the cultural sector, as well as grants addressed to artists and cultural professionals in Basque Country.  
<http://www.kulturklik.euskadi.net/lang/es/>
- **Arte-a** – provides information on grants, support programmes, workshops and training possibilities in all artistic disciplines.  
[www.arte-a.org](http://www.arte-a.org)

## 2.3. General training information resources

The following websites provide information about training opportunities in a variety of fields, including culture, the arts and the creative industries.

- **Educaguía.com** – Courses and training for students and professionals. Category: Art/ Culture.  
<http://cursos.educaguia.com>
- **SpainExchange.com** – Web service which seeks offers of studies and courses of various types (artistic and cultural professional training among others).  
[www.spainexchange.com](http://www.spainexchange.com)
- **Emagister.com** – searcher for professional courses in various areas, of Creation and Design, and Culture and Humanities among others.  
[www.emagister.com](http://www.emagister.com)
- **Ofertaformativa.com** – searcher for courses in various areas. Category: Humanities → Art, Culture and Antiquities.  
[www.ofertaformativa.com](http://www.ofertaformativa.com)

## 3. Internships

Information on opportunities for carrying out internships is presented below. Sources covering specific information for the cultural sector, as well as organizations that provide internships could be identified.

### 3.1. Specific resources for the cultural sector

#### Internships in museums and art centres

- **The Reina Sofia Museum** – offers internship grants in museum studies.  
[www.museoreinasofia.es](http://www.museoreinasofia.es)
- **The National Museum of Catalonia Art** – offers the possibilities of gaining internships for students of Art History and Fine Arts.  
[www.mnac.es](http://www.mnac.es)
- **The Barcelona Contemporary Culture Centre (CCCB)** – offers the possibilities of gaining internships for students.  
[www.cccb.org](http://www.cccb.org)

- **The Barcelona Museum of Contemporary Art (MACBA)** – offers residence grants for researchers and artists and internships for students.  
[www.macba.cat](http://www.macba.cat)
- **The Guggenheim Museum Bilbao** – offers internship and research grants.  
[www.guggenheim-bilbao.es](http://www.guggenheim-bilbao.es)
- **ARTIUM. The Basque Museum-Centre of Contemporary Art** – offers internship programmes for students to work in different museum's departments.  
[www.artium.org](http://www.artium.org)
- **The Bilbao Fine Arts Museum** – offers the possibility of gaining internships for students of Art History and Fine Arts.  
[www.museobilbao.com](http://www.museobilbao.com)
- **The Contemporary Art Museum of Castilla y León (MUSAC)** – offers internship programmes and grants for artistic creation.  
[www.musac.es](http://www.musac.es)
- **The Picasso Museum of Malaga** – offers internship programmes for future museum professionals.  
[www.museopicassomalaga.org](http://www.museopicassomalaga.org)
- **CDAN. The Art and Nature Centre of the Beulas Foundation** – offers internship programmes for students and cultural professionals.  
[www.cdan.es](http://www.cdan.es)
- **The Contemporary Art Centre of Huarte (Navarra)** – offers internship programmes in the field of artistic research.  
[www.huarte.es](http://www.huarte.es)

## Other cultural institutions

- **International Dance Council, UNESCO** – offers internship programmes and Volunteering program in the specialities of cultural management, arts administration, communication and marketing, general administrative management, international relationships, management of performing arts (dance, music and theatre).  
[www.consejointernacionaldeladanza.es](http://www.consejointernacionaldeladanza.es)
- **El Ojo Cojo** – a non-governmental organisation for cultural integration which offers training and voluntary work to young people.  
[www.elojocojo.org](http://www.elojocojo.org)

### 3.1. General resources

- **COINED Spain** – searcher for internships in Spanish companies of various types, in the area of Art & Culture among others.  
[www.coined-spain.org](http://www.coined-spain.org)
- **InternshipSpain.org** – An internship programme in Spanish companies. An applicant chooses the area in which he wishes to conduct his training.  
[www.internshipspain.org](http://www.internshipspain.org)
- **Europlacement** – searcher for internships in various countries and of various kinds. Approximately 50 internship offers in Spain.  
[www.europlacement.com](http://www.europlacement.com)
- **Global Experiences** – an international programme which offers internships in various countries. In the case of Spain, young candidates can apply for the internship programme in Seville, in various types of companies (depending on academic qualifications, experience and language skills).  
[www.globalexperiences.com](http://www.globalexperiences.com)
- **FRIDE** – Fundación para las Relaciones Internacionales y el Diálogo Exterior. The organization offers an opportunity to conduct professional training in one of its areas of investigation – democratization; peace, safety and human rights; humanitarian action and development.  
[www.fride.org](http://www.fride.org)