



Vacancy Manifesta 16 Ruhr Mediator

Manifesta rethinks the relations between culture and society by investigating and catalysing positive social change in Europe through contemporary culture in dialogue with the social sphere of a specific place. Since 1996, Manifesta biennial takes place in a different European city every two years. Manifesta 16 will take place in the Ruhr Area in 2026. The Education and Mediation team is looking for Mediators to join the department to help develop Manifesta 16 Ruhr's mediation programme.

With a multidisciplinary approach grounded in the social, political, and historical context of the Ruhr region, Manifesta 16 Ruhr aims to engage the Mediators in a discourse focusing on historical knowledge about the immigration and industrialization period of the Ruhr region.

Manifesta 16 Ruhr Mediation Programme

Manifesta 16 Ruhr Mediation Programme offers different ways to welcome and engage with our diverse public. It is a collective encounter that involves treating each other as owners of authentic experiences and cultures. This opposes the common idea of transferring "objective" knowledge or opinion from a more informed guide to a less informed audience.

Manifesta explores existing practices and histories in the fields of cultural mediation, knowledge production and education, imagining possible approaches together with a team of mediators who are selected and hired locally. Going through an extensive collective learning process, mediators challenge and enrich each other's points of view and develop their authentic mediation approach. In their tours, workshops and other practices during the biennial, mediators use a responsive approach and seek to relate the projects of Manifesta to the experiences of the participating public.

Job Description

The Education and Mediation Department of Manifesta 16 Ruhr is looking for a number of motivated individuals to become mediators and join the biennial team from the 9th of March 2026 to the 15th of June (Training phase) and from the 21st of June to the 9th of October 2026. The team of mediators will work in the framework of Manifesta 16 Education and Mediation Programme at the main venues of the biennial and other spaces. Mediators will facilitate activities of the programme including dialogue-based tours and workshops in the biennial venues as well as community projects. Mediators are expected to undertake a compensated professional training (4 weekends from Friday afternoon to Sunday midday), complete collective and individual research and co-develop the mediation approach together with the Education and Mediation team of Manifesta 16 Ruhr.

Core Tasks

- Analysing the content of Manifesta 16 Ruhr based on individual and collective research of the biennial concept and programme

MANIFESTA 16 Ruhr

- Developing and facilitating mediated tours and workshops at the main biennial venues for local, national and international public
- Co-developing and facilitating mediation activities for various groups including family programmes, school tours and workshops, special mediation projects in non-art setting, working with various communities etc.
- Participation in the evaluation process of the mediation programme

Candidate's Profile

- Knowledge and critical perspective on the cultural, environmental, and/or urban landscape of the Ruhr region
- Practical experience in community engagement, participatory processes, and/or educational projects
- Experience working with diverse target groups of different ages and backgrounds
- Fluent German (spoken and written) and good English skills; additional languages are highly valued
- Sensitivity to cultural and social differences (work experience in socially diverse contexts is an advantage)
- Ability to engage with different audiences and foster open dialogue and exchange of perspectives
- Willingness to engage in continuous learning and enthusiasm for developing new mediation skills and methods
- Strong communication skills, sense of humor, and ability to connect with people
- Excellent organizational skills and ability to work in a team, ensuring smooth collaboration in a dynamic environment

Employment Conditions

Flexible time schedule (including weekends) is required during the biennial period. The Mediator needs to be based in the Ruhr Area for the full duration of the contract.

A contract divided into two ongoing periods, compensated according to different pay scales:

- **Phase 1:** Three-month training and research period – approx. 12 hrs/week
- **Phase 2:** Work as mediator as described in the job profile – 20–30 hrs/week



Application

Please send your letter of motivation and CV in English before 18th of January 2026 to m16jobs@manifesta.org, with *Mediator_Last name_First Name* in the subject line of the email.

Diversity and inclusion are firmly anchored in our corporate culture. Therefore, we welcome all applications, regardless of gender, age, disability, religion/belief, ethnic origin or sexual identity.

Interviews will be conducted by Elena Blesa Cábez, Head of Education and Mediation Department Kim Lempelius and Ceren Kurutan between the 26th of January and the 6th of February 2026 in Gelsenkirchen or online.