

***“CHORAL (C1-3.1-10)”
SELECTION NOTICE FOR An Expert
for the Elaboration and Drafting
of the Joint Publication on
Cultural Heritage Accessibility***

***WP3 Analysis of access to CH. Assessing the
state of the art and developing joint
strategy***

09.07.2026

CHORAL: SELECTION NOTICE FOR An Expert for the Elaboration and Drafting of the WP3 Joint Publication on Cultural Heritage Accessibility (Work package3 - Analysis of access to CH. Assessing the state of the art and developing joint strategy)

**CHORAL project (Cod. C1-3.1-10)
Cultural Heritage fOR ALL
C.U.P. G79I24001940007**

E.M. ASSOCIAZIONE A.R.C.E.S. is the **Coordinator** of the EU Funding project **“Cultural Heritage fOR ALL: CHORAL”**.

CHORAL project aims to improve green and digital accessibility to cultural heritage sites in Malta and Palermo. It focuses on enhancing accessibility for both tourists and locals by developing a joint strategy and implementing wayfinding totems to encourage greener travel. The project will also digitize less accessible sites, piloting tools in both regions. CHORAL fosters knowledge transfer, creates sustainable digitalization frameworks, and promotes cultural heritage through increased access and value.

The partnership brings together an interdisciplinary team with a variety of skills that can effectively implement the project outputs and achieve a strong impact. The project deals with the broader aspects of tourist accessibility to CH sites. It aims to identify gaps in physical accessibility, pilot low-tech and inexpensive infrastructure to nudge more sustainable tourism travel and develop a joint strategy to improve accessibility for all. In the process, the project also identifies heritage sites with limited accessibility for digitalisation. This extends the concept of accessibility and provides for broader tourist engagement with cultural sites and artifacts.

The project implementation period is 24 months (starting date **02/01/2025** – ending date **02/01/2027**).

SCOPE

ARCES is co-responsible for the development of **the Joint Strategy for Access for All to Cultural Heritage (WP3)**, drawing on its extensive research experience in the field of

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Integrated Relational Tourism. This expertise was developed through the MOTRIS – Integrated Relational Tourism project, approved by the Regional Government by Decree No. 18 of 18 January 2005, and further consolidated through the related MOTRIS publication. The Integrated Relational Tourism approach promotes cultural values, local traditions, and intangible heritage by enabling visitors to experience the territory through authentic interactions and knowledge exchange. It also emphasizes the enhancement of information services to improve the accessibility and usability of destinations in their broadest sense, including hospitality, mobility, and visitor services.

The Joint Strategy for Access for All to Cultural Heritage will be disseminated through a **joint publication** prepared by the project consortium, under the coordination of the University of Malta, which is the lead partner responsible for this deliverable. This publication aims to provide policymakers, public authorities, and other relevant stakeholders in the participating countries, as well as in other island and peripheral regions across Europe and beyond, with a comprehensive overview of the methodology, tools, approaches, and pilot actions developed within the CHORAL project to improve access to cultural heritage (CH) sites.

Building on the shared commitment of the partner territories to reducing greenhouse gas emissions and promoting sustainable mobility, the Joint Strategy proposes practical **recommendations** to foster greener, more inclusive, and accessible transport solutions for reaching cultural heritage sites. In doing so, it seeks to reduce the environmental impact of tourism-related mobility while ensuring that cultural heritage becomes more accessible to all users, including people with disabilities, older persons, and other groups with specific access needs.

The publication will serve as a transferable policy and implementation framework, enabling decision-makers and practitioners to replicate and adapt the CHORAL approach in similar territorial contexts. By sharing the project's methodology, lessons learned, and best practices, it will contribute to the wider adoption of sustainable and inclusive cultural heritage management across Europe.

This invitation to tender is addressed to one **Expert for the Elaboration and Drafting of the WP3 Joint Publication on Cultural Heritage Accessibility** with experience in **cross border cooperation projects**, hereinafter referred to as candidate, to support the Project Manager of CHORAL (on behalf of ARCES Association) within the framework of WP3.

TASKS/RESPONSABILITIES/DUTIES

The selected individual will support ARCES staff as An Expert for the Elaboration and Drafting of the WP3 Joint Publication on Cultural Heritage Accessibility, contributing to Specific Objective 2 (SO2) of CHORAL Project: fostering cooperation in the cross-border area among various organizations, including cultural institutions, tourism stakeholders, public and private transport operators, and regional and local authorities.

In particular, the expert will contribute to **Output 3.3: Joint Strategy Document**.

This Output will be published and disseminated during the project's final event and shared with key stakeholders in the cultural, tourism, and transport policy sectors. A target of fifteen organizations and public entities will receive this joint strategy.

The mobility gaps and solutions identified through the analysis and studies conducted by the Consortium will be compiled into a Strategic Plan. Targeted at stakeholders operating at the intersection of cultural, tourism, and transport policy, this plan will highlight the critical need to integrate investments in culture and tourism with both physical and digital accessibility measures. The document will incorporate established best practices and align with European Union campaigns and fundings for fair and equitable access to CH for all. This output will be the result of cross-border collaboration among all CHORAL partner organizations.

The selected Expert will work under the direct supervision of the ARCES Project Manager and will be responsible for the execution of the following core tasks:

Task A: Desk Research on EU Best Practices

- Conduct a comprehensive review and analysis of relevant EU-funded projects, policy initiatives, and case studies aimed at enhancing both physical and digital accessibility to Cultural Heritage (CH).

Task B: Mapping of EU Funding Opportunities

- Identify and analyze current and future EU funding instruments, programs, and financial initiatives designed to support sustainable mobility, tourism, and accessibility frameworks within the cultural heritage sector.

Task C: Drafting and Elaboration of the Joint Strategy Publication

- Synthesize the findings from Tasks A and B to author a dedicated chapter of the project's Joint Strategy Publication, ensuring alignment with the overall CHORAL methodology and the University of Malta's editorial coordination.

Task D: Contribution to Capitalization

- Contribute directly to the presentation of the Joint Strategy Publication during the CHORAL Final Closing Event in Palermo, organized in synergy with the "Le Vie dei Tesori" Festival. This includes preparing materials and presenting findings to public authorities, project partners, sectoral stakeholders, and media representatives

All these activities are closely connected to communication and visibility efforts, requiring close collaboration with the **Project Manager**. This includes drafting content and project reports, and jointly planning and implementing the meetings with the Partners.

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EVALUATION RUBRIC

This rubric is based on a **100-point scale**, split between a **CV & Qualifications Assessment (Maximum 70 Points)** and a **Structured Interview (Maximum 30 Points)**.



Part 1: CV & Qualifications Assessment (Max 70 Points)

Candidates must meet the minimum administrative requirements to be scored. Profiles scoring below **45 points** in this section should not be shortlisted for the interview.

1. Educational Background (Max 10 Points)

- **Bachelor's Degree** in International Relations or related fields: **7 Points**
- **Master's Degree or Higher (PhD/Specialization)** in International Relations or related fields: **10 Points**

2. Specific & Technical Knowledge (Max 25 Points)

Evaluation Criteria	Maximum Points	Scoring Breakdown
Knowledge of Interreg Programs (Specifically Interreg Italy-Malta VI A 2021-2027)	10 Points	<ul style="list-style-type: none"> • Comprehensive, documented experience = 10 pts • Good understanding/theoretical knowledge = 6 pts • Basic or generic cross-border knowledge = 3 pts
Knowledge of other EU Programs (Interreg Next Med, EuroMed, Erasmus+, Horizon Europe, WestMED)	8 Points	<ul style="list-style-type: none"> • High synergy/experience with 3+ listed programs = 8 pts • Knowledge of 1-2 listed programs = 4 pts • Limited awareness of other EU instruments = 1 pt

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Evaluation Criteria	Maximum Points	Scoring Breakdown
Mastery of EU Tools & Platforms (F&TPO, KEEP, and digital research platforms)	7 Points	<ul style="list-style-type: none"> • Expert user of both F&TPO and KEEP = 7 pts • Moderate usage of EU research platforms = 4 pts • Basic/No documented experience = 0 pts

3. Professional Experience & Preferential Criteria (Max 25 Points)

Evaluation Criteria	Maximum Points	Scoring Breakdown
Writing & Publication Track Record (Drafting/editing papers, briefing notes, articles, joint publications)	10 Points	<ul style="list-style-type: none"> • Significant international research/publication portfolio = 10 pts • Relevant experience in professional content writing/editing = 6 pts • Basic/minimal publishing experience = 2 pts
Project Management in International Coordination (Minimum 2 years preferred)	8 Points	<ul style="list-style-type: none"> • ≥ 2 years of international project management experience = 8 pts • < 2 years or entry-level experience = 4 pts • No clear international management experience = 0 pts
Digital Content Creation (Social networks, websites, news articles,	4 Points	<ul style="list-style-type: none"> • Highly proficient with active portfolio = 4 pts

Evaluation Criteria	Maximum Points	Scoring Breakdown
posts, newsletters)		<ul style="list-style-type: none"> Moderate experience = 2 pts None = 0 pts
Maltese Context Knowledge (Preferential asset for cross-border alignment)	3 Points	<ul style="list-style-type: none"> Demonstrated understanding/experience in Malta = 3 pts No prior familiarity = 0 pts

4. Language Skills (Max 10 Points)

- English Language Proficiency** (Written and spoken):
 - C1/C2 or Native Level (Excellent writing skills required for drafting): **6 Points**
 - B2 Level: **3 Points**
- Italian Language Proficiency:**
 - Working proficiency or higher (Basic written/spoken met): **2 Points**
- Other Languages:**
 - Knowledge of an additional language (considered a plus): **2 Points**

Part 2: Structured Interview Framework (Max 30 Points)

Only candidates who pass the CV filtering phase will be invited to the interview to assess technical alignment and behavioral competencies.

1. Technical Competency & WP3 Task Alignment (Max 15 Points)

- Understanding of the CHORAL Project Goals (5 pts):** Ability to articulate the scope of Work Package 3 (Analysis of access to Cultural Heritage, sustainable mobility, green/digital accessibility frameworks).
- Methodological Approach to Desk Research & Capitalization (5 pts):** Clarity on how they plan to execute **Task A** (EU best practices) and **Task B** (mapping future funding), and how they will synthesize this into a cohesive publication chapter.

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- **Event & Communication Presentation Strategy (5 pts):** Readiness to support the final closing event in Palermo ("Le Vie dei Tesori" Festival) and collaborate tightly with the Project Manager.



2. Core Soft Skills & Operational Fit (Max 15 Points)

- **Organization & Time Management (5 pts):** Ability to meet strict deliverables within the compressed **5-month contract duration**.
- **Teamwork & Problem-Solving (5 pts):** Experience working within complex cross-border consortia (e.g., coordinating editorially with the University of Malta).
- **Public Relations & Communication Platforms (5 pts):** Strong spoken communication skills, comfort with public speaking, and fluency with online platforms (Zoom, Google Meet).

Final Score Summary Table

Minimum threshold for selection: Candidates must achieve an aggregate score of at least **70/100** across both parts to be considered qualified for the position.

Evaluation Category	Maximum Points Allowed	Candidate Score
1. Educational Background	10	
2. Specific & Technical Knowledge	25	
3. Professional Experience & Preferences	25	
4. Language Skills	10	
SUBTOTAL: CV & QUALIFICATIONS	70	
5. Technical Interview Alignment	15	

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Evaluation Category	Maximum Points Allowed	Candidate Score
6. Soft Skills & Operational Fit	15	
SUBTOTAL: INTERVIEW PHASE	30	
TOTAL CANDIDATE SCORE	100	

REQUIREMENTS

1. Possession of Bachelor's degree / Master's degree/ in International Relations and related topics;
2. Good knowledge of the INTERREG Programmes and in particular Interreg Italy – Malta VI A 2021-2027;
3. Good knowledge of other EU Programmes (especially Interreg Next med 2021-2027, Interreg EuroMed, Erasmus+ 2021-2027, Horizon Europe, WestMED, etc) will be also considered relevant for potential synergies between the project CHORAL and other ongoing projects funded by these programmes;
4. Experience and competences in writing, editing and delivering publications;
5. Experience and competences in creation of contents for social networks and websites such as news/articles, posts, newsletters;
6. Excellent knowledge of English, written and spoken;
7. Basic knowledge of Italian, written and spoken;
8. Knowledge of Other Languages is considered a plus;
9. Excellent knowledge of main online communication platforms, i.e. Zoom, Google Meet, etc.;
10. Strong Organizational skills, Time Management, Team Working, Team Building and Problem-Solving skills, Public relations skills, Excellent writing skills;
11. Knowledge of EU tools (F&TPO, KEEP, etc.) and platforms for research.

PREFERENCE WILL BE GIVEN TO THOSE CANDIDATES WHO ARE ABLE TO DEMONSTRATE:

1. At least one experience in project management of international or EU cooperation projects in the framework of Erasmus+, INTERREG, ENI CBC MED Programme, ESF Social Innovation+, Creative Europe, etc;
2. At least two years of experience in international coordination;
3. Relevant working experience at international level in research activities and elaboration of Papers, Briefing notes, Articles, Publications, etc;
4. Knowledge of the Maltese context is considered a plus.

DURATION

The position has a duration of 5 months, starting from the date of signing of the contract.

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DUTY STATION:

Palermo, Sicily

PRESENTATION OF APPLICATIONS AND SELECTION PROCEDURES

The application form (AF) must be completed according to the attached form (Attachment A), dated and signed by the candidate (original, scanned copy or pdf with digital signature will be accepted). The application form must be accompanied by:

- Europass CV (original, scanned copy or pdf with digital signature will be accepted)
- a copy of a valid identity document.

The AF must be sent by email to **all** of the following addresses:

- Mr. Alessandro Pernice (Project Coordinator) – a.pernice@arces.it
- Mr. Giancarlo Amato (Financial Manager) – g.amato@arces.it

The subject of the e-mail must state the following:

“CHORAL_SELECTION NOTICE FOR ONE EXPERT FOR THE ELABORATION AND DRAFTING OF THE WP3 JOINT PUBLICATION ON CULTURAL HERITAGE ACCESSIBILITY.

DEADLINE

The **deadline** for submitting applications is **July 17th, 2026 at 1pm (Italy Local time)**. Only those candidates with a profile deemed of interest and who meet the above-indicated requirements will be invited to interview.

TREATMENT OF PERSONAL DATA

The data that will come into the possession of ARCES, will be processed pursuant to and for the purposes of Legislative Decree 196/2003 and in compliance with article 13 and article 14 of Regulation (EU) no. 2016/679 of the European Parliament and of the Council of 27 April 2016 relating to the protection of individuals with regard to the processing of personal data, as well as to the free movement of such data (general data protection regulation, hereinafter also referred to as "regulation" or "GDPR") and which repeals Directive 95/46 / EC.

Palermo, 09/07/2026

Attaguile Francesco
President

E.M. ASSOCIAZIONE A.R.C.E.S.


