

Selection Policies and Guidelines: Creative Landscapes – Arts and Ecology Residency

1. Composition of the Selection Panel

The selection of applicants is carried out by a panel composed of **six members**:

- **2 representatives from Parsec (Italy)**
- **2 representatives from Miško Uostas (Lithuania)**

The panel is responsible for the **comparative evaluation of all applications** submitted for the two residency positions.

2. Integrity and Conflict of Interest Policy

To ensure fairness, transparency, and impartiality, the following rules apply:

- If a panel member has a close personal or professional relationship with an applicant, they must **recuse themselves** from evaluating that specific application.
- In the event of recusal, **Parsec or Miško Uostas** (depending on the organisation to which the recused member belongs) will appoint a **qualified substitute** in order to maintain the balance of the panel.
- All panel members must **declare any potential conflict of interest** before the evaluation process begins.

These measures ensure an **unbiased and equitable selection process**.

3. Evaluation Process

- Each application will be evaluated **individually** by all panel members, except those who have recused themselves.
- A **standardised scoring system** will be used.
- Scores assigned by the panel will be **aggregated** to determine the final ranking and shortlist.

4. Selection Criteria and Scoring

Each applicant receives a score from the panel members. The total score determines the **ranking list**.

Points are assigned based on the following criteria:

Evaluation Criteria	Maximum Points
Quality and originality of the project proposal	30
Relevance and coherence with the <i>Creative Landscapes</i> theme (art, ecology, community engagement)	24
Quality of the artistic portfolio	16
Quality and clarity of the CV / professional experience	10
Completeness and feasibility of the budget proposal	10
Potential social, ecological, and community impact	10
Total	100 points

Weights may be adjusted according to organisational needs but must remain consistent throughout the evaluation process.

5. Interviews and Final Selection

- **Five artists from Italy and five artists from Lithuania** will be shortlisted and invited to participate in interviews with the selection panel.
- Interviews will be evaluated collectively by all panel members.
- Based on the interview outcomes and overall evaluation, the panel will select the **final recipients of the residency grant**.

6. Evaluation Guidelines (Operational Notes)

To ensure consistent and well-founded assessments, panel members are asked to consider:

- **Artistic innovation:** originality, research approach, experimentation.
- **Clarity and feasibility:** clearly defined objectives, realistic timeline, coherent methodology.
- **Relevance of experience:** quality of past work and alignment with ecological and artistic themes.
- **Local and community engagement:** potential interaction with local communities, audiences, or rural contexts.
- **Sustainability:** awareness of environmentally responsible practices (materials, travel, production methods).

7. Equity, Diversity, and Inclusion

The selection process is committed to ensuring that no applicant is discriminated against on the basis of:

- Gender identity or sexual orientation
- Cultural or socio-economic background
- Disability
- Nationality, ethnicity, or age
- Artistic language or discipline

8. Transparency of the Process

- All applicants will be notified of the results by email within the timeframe indicated in the call.
- Upon request, applicants may receive a **brief, anonymised feedback summary** outlining the main reasons for selection or non-selection.

9. Data Protection and Privacy

All submitted data and materials (CVs, portfolios, proposals, evaluation scores, and feedback) will be handled in compliance with applicable **data protection and privacy regulations** and will be used exclusively for the purposes of the selection process.