



## National theater of Republika Srpska



Research on the quality of technical crew personnel in theater and the projection of professionals profiles that will be necessary to cultural institutions in the first half of the 21st century in BiH



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# Hypothesis

- Current professionalism expertise level of human resources in cultural institutions especially in technical sector.
- Needs for humane resource planing – present and future,
- Overall human resource needs in culture in general and cultural institutions ,
- Type of profiles of needed professionals in upcoming 20 years
- Method of education for highly educated professionals in the region

# Goal of the research

- Necessity and training for new staff
- Quality and strategic approach in human resource planning
- Strategic planning in education of highly educated professionals

# Research methodology

- Human resource analysis
- Institute for the Future risk
- Analysis of collected information,
- Necessary conclusions and realization of the research goal

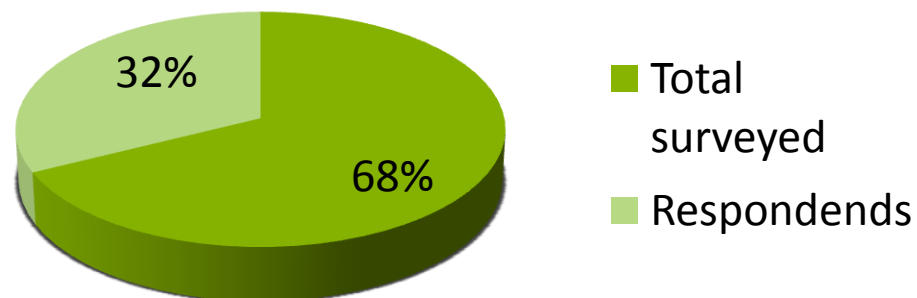
# Research intended to

- Institutions of culture in Republika Srpska and BiH,
- Private and public sector, organisations and individuals
- Ministries of culture and education,
- Local communities and their culture centres,
- Higher education institutions
- Interested citizens

# Research

- ➔ *Cultural institutions staff survey; higher education institutions (professional for in cultural sector) survey, professional organisations, cultural centres*

## Survey



# Research

- Neglected staff in technical sector
- Level of expertise is proportional to the level of technical equipment
- Outdated technical equipment (from the 60ies)6
- Lack of awareness
- Research has suggested that in technical sector there is only enough staff to “get by”
- Influence of war and poor transitional society

# Case study

- Expert from Toulouse in the field of light graphical expression
- Very fast learning ability of staff
- A big step forward possible with good selection of humane resource and professional development



# Research results

- Urgent need for raising the level of professionalism in the sector of technics
- Need for new and modern technical equipment for theatres
- The research showed that education and professional development of humane resources in theaters is necessity and essential need