

Professionalising?

Wikimedia Polska – thoughts on personnel hiring

Wikimedia Polska

- 127 members
- Board elected every two years
- Public benefit organisation since 2007
- A secretary and a bookkeeper (as of 2014)

- Decision of the Grand Assembly to allow staffing

Two new positions

- GLAM coordinator
 - To assist in handling cooperation between WMPL, volunteers and GLAM organisations
- Press officer
 - Paid position, as opposed to a volunteer one, to increase the activity of the post

Conditions

- Authorisation of the highest powers (Grand Assembly)
- Financial justification
- Actual need to have paid staff

Insiders? Outsiders?

- Depends on the position / requirements
 - Press officer ought to understand the projects, their structure, the drive of a Wikimedian and be able to tell about it
 - GLAM coordinator ought to be well-versed in institution issues, Wikimedia experience as a secondary requirement

Where to advertise?

- Basic description: on chapter wiki
- Everywhere!
 - Internal positions: Wikimedia project noticeboards, mailing list, social media profiles – also consider *word of mouth*
 - External positions: NGO portals, subject-matter related portals

Selection process

- 60+ applications for each of the two posts
- 6 applicants per post selected for interviews...
- ...live interviews...
- ...interchanging so candidates for one post don't see their competitors
- A team of 3 interviewers
- All interviewees' results reported to the rest of the Board

Be prepared!

- For the possibility of changing your original plan
- For the need to modify responsibilities after some initial period
- That others will want to do things for money, too
- To define reporting lines and responsibilities for the personnel

Results?

- Media crises – as described by Natalia and Krzysztof
- Events – Wikipedia Monument?
- GLAM partnerships – as described by Tomasz

Further actions?

- Probably not as core WMPL personnel
- WiR proposed for a GLAM project with the National Museum

Thank you!

- ...the audience: for listening
- ...the team: for being there and doing their things

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