

**DRAFT**

**Job profile for President of the Executive Board  
of the University of Amsterdam and the Amsterdam University of Applied Sciences**

**4 September 2015**

The Supervisory Boards of the Amsterdam University of Applied Sciences (AUAS) and the University of Amsterdam (UvA) are seeking to appoint a new President of the Executive Board in close collaboration with the representative advisory bodies. The Executive Board comprises four members and is responsible for administering both institutions.

The Executive Board holds final responsibility for:

- administering the University of Amsterdam and the Amsterdam University of Applied Sciences.
- formulating and implementing the organisations' strategy and policy;
- the quality of the education, research and services provided by the organisations, the operational management and the ensuing financial results;
- maintaining relationships in a constructive manner with the representative advisory bodies, the academic rank and file, the international scientific field, social organisations and the business community, the Amsterdam City Authorities and national policy makers.

The Executive Board reports to the Supervisory Boards.

The President's areas of responsibility are: strategy, HR, communications, auditing, the representation of external interests, international profiling and fund-raising.

***Requirements***

The AUAS and UvA are seeking a dedicated leader with academic DNA. An effective and democratic administrator, a consummate academic with a heart for education and a natural team player with an eye for the various interests of internal and external groups. An individual who enjoys operating in a collegiate body and is capable of implementing HR innovations. An individual who prioritises students, lecturers and researchers, works in close collaboration with the representative advisory bodies, has the ability to garner broad support on the political playing field, further develops relationships with the business community and social organisations and can raise the national and international profiles of both institutions. The President also serves in various external Board positions.

***Competences***

*A dedicated leader*

The President of the Executive Board should display democratic leadership. He/she prioritises students, education and research and adheres to the principle that authority follows substance. He/she consults with the representative advisory bodies whereby democratisation plays a pivotal role. He/she subscribes to the principle of shared responsibility, whereby the Executive Board establishes the frameworks in collaboration with the deans and school directors who are responsible for supervising actual implementation. He/she actively spearheads fund-raising efforts with the businesses community and private individuals and possesses the necessary communication skills to stimulate national and international collaborations. He/she serves as a competent consultative partner for policymakers during the development of education policy at both national level and within the local community.

*An experienced people manager*

The President of the Executive Board is aware of the institutions' role as a major employer, has a balanced vision of HR developments and has the ability to effectively implement the desired

innovations within the AUAS and UvA. HR policy innovations are aimed at stimulating employees and students to excel within their own fields while retaining their unique individual qualities.

#### *Academic stature*

The President of the Executive Board of the UvA and AUAS has made a significant contribution to the academic development of his/her specific field. He/she continually strives to optimise the quality of education and research. He/she is aware of developments in the Netherlands and abroad that are of significance in this regard. He/she has knowledge of the main aspects of relevant legislation and the various higher education and research systems in Western Europe, the United States and the BRIC nations. In association with the rectors, deans and school directors, the President ensures that the leading position of our education and research is safeguarded both nationally and internationally.

#### *A decisive team builder*

The President is open to the insights and opinions of others, and factors these into his/her decision-making process. He/she supports decisions and communicates these in a clear and active manner. He/she is visible and accessible to students and staff members, ensures open lines of communication and provides information to the institutional communities and supervisory bodies within a transparent framework. He/she is capable of operating on a complex playing field of internal and external stakeholders while factoring the interests of these groups into all considerations and decisions and works to ensure their support and enthusiasm.

#### **Remit**

The forthcoming Executive Board term will focus on the following:

- evaluating the collaboration between the UvA and the AUAS and defining a new strategy on the basis of this evaluation, while developing a strategy for other alliances such as our collaboration with VU University Amsterdam. The development of this strategy will inevitably require close collaboration with the various internal and external interest groups - the representative advisory bodies, the deans and school directors and the Amsterdam Economic Board.
- The Executive Board term will also be characterised by further democratisation; in concrete terms, this will involve further elaboration of the 10-point plan agreed upon by the UvA's representative advisory body and academic community in the spring of 2015. The development of new, more decentralised management models is a key priority in this regard.
- Finally, further expansion of the UvA's leading international position is another key area of responsibility during this term.

The forthcoming Executive Board term will be deemed successful if the new strategy is implemented and the democratisation and internationalisation targets are demonstrably attained with sufficient internal and external support and enthusiasm. The necessary changes should be implemented in a manner that allows for differentiation in terms of both format and pace. The Strategic Plans 'Boundless Curiosity' and 'Inquisitive Professionals' serve as guidance for the forthcoming Executive Board term.