



VACANCY

President of the Executive Board

Radboud University is looking for a President of the Executive Board who will have a profile-driven and connecting role. The successful candidate should be a proactive administrator and effective leader with knowledge of and a passion for the university and the academic world.

About Radboud University

Radboud University is a private university that emerged from the Catholic emancipation movement in the early twentieth century. In keeping with this tradition, staff and students feel a commitment to one another, to society and to the world. Our focus is on caring for each other and the world around us. We remain committed to the empowerment of social and cultural minorities. We want to have a significant impact. We contribute to a healthy, free world with equal opportunities for everyone. In this we are guided by both academic questions and societal challenges.

Our society is being faced with complex challenges, which call for interdisciplinary cooperation. That is why we have opted for a broad range of strong disciplines and collaboration across these disciplines. We give sustainability a prominent place in our education, research and operations. These points and others are described in the new Radboud University Strategy, entitled '[A Significant Impact](#)'.

Radboud University has 24,500 students in 38 Bachelor's programmes and 59 Master's programmes.

In total, the university has almost 6,150 FTEs (see also [Radboud University Facts & Figures](#)).

Education and Research Profiles

Research and education at Radboud University are closely intertwined. We educate students to become knowledgeable, engaged, critical and self-confident academics who, in responsible positions, can give direction to society. We are active across a wide range of collaborative disciplines and ask questions about the relationship between science, society and giving meaning to life. We also provide space for open discussion of social and ethical issues.

We stand for the quality and freedom of research and education that are independent and accessible to all. We encourage an open intellectual climate in which students and staff inspire and challenge one another, and in which everyone's qualities can flourish. Through rigorous, honest, and transparent academic endeavour, we push the boundaries of our knowledge. We have the courage and responsibility to continually subject our findings and ideas to critical review. We reflect on our own actions and offer space for reflection to others.

Education and research at Radboud University are carried out in the following faculties:

- [Faculty of Philosophy, Theology and Religious Studies](#)
- [Faculty of Arts](#)
- [Nijmegen School of Management](#)
- [Faculty of Medical Sciences](#)
- [Faculty of Science](#)
- [Faculty of Law](#)
- [Faculty of Social Sciences](#)

The Faculty of Medical Sciences undertakes its activities within the Radboud university medical center.

The [Special Faculty of Theology](#), part of the Faculty of Philosophy, Theology and Religious Studies, provides training in theology.

The Executive Board

The Executive Board is the highest governing body of the University and is in charge of the administration and management of the University. The members are appointed by the Supervisory Board. The Executive Board reports to the Supervisory Board.

Radboud University's current Executive Board consists of three members: the President, the Rector Magnificus and the Vice-President. The Board is a collegiate body in which each member has a number of specific focus areas to prepare for decision-making. As far as possible, the Board governs by consensus. Each member of the Board has a regular substitute on the Executive Board for all the focus areas assigned to them, with the exception of academic affairs, for which the replacement of the Rector Magnificus is arranged by the Council of Deans.

Radboud University explicitly seeks connections with external parties, such as the government, the business community, civil society organisations and other knowledge institutions. At Executive Board level, all members are therefore expected to have a broad network within the academic world and beyond. This certainly applies to the President of the Executive Board, in particular when it comes to being able to move effectively in these networks in the Nijmegen region, The Hague, Brussels and elsewhere in Europe. The members of the Executive Board have a good command of Dutch and English.

The Executive Board in its current composition has a strong commitment to - and experience in - education

and research. As a result, the lines of communication between the Executive Board and the university community are clear and there is also close cooperation with the participational bodies. Together with the shared values and norms based partly on the University's roots in the Catholic emancipation movement, this contributes to a stable and recognisable governance.

As the current President's second term is coming to an end, the position of President of the Executive Board will become vacant by 1 January 2025. The final division of duties will be determined within the Executive Board in its new composition, but the focus of the President's portfolio will be on governance, external relations, strategy and impact.

The position of President of the Executive Board

The President of the Executive Board inspires people and encourages joint efforts in quality improvement, profiling and cooperation with a view to further strengthen Radboud University's position as a leading knowledge institution. We have much to be proud of and that should be cherished and celebrated. At the same time, as part of society, the University is regularly confronted with difficult issues that call for nuance, reflection and an inquisitive mindset. All this provides a good basis to build on together with all stakeholders within our university.

The University's strategic agenda calls for a connecting, committed and knowledgeable President of the Executive Board. The current strategy is called 'A Significant Impact' and runs until 2025. In line with realising our current strategy and external and internal developments, a long-term strategy for the years following 2025 is being developed. The new President's main task will involve further shaping the overall process in the current context of developments to achieve a new, widely supported, impactful and inspiring strategy.

Developments

Radboud University is doing well. We hold a solid position with good research results and ditto rankings, and provide excellent education. The connective nature of our university is reflected, among other things, in high average employee satisfaction. Nevertheless, Radboud University is facing developments in the internal and external (political/administrative) context that present it with a number of challenges in the coming years,

including the following:

- For all universities, student intake has become more uncertain, and so has the associated financial impact. Moreover, the cuts as articulated in the new government coalition's outline agreement will certainly have an impact on universities' finances. Substantive and financial partnerships with educational institutions within and outside our region, with universities within and outside Europe, with partners in the business community and with network organisations are becoming increasingly important, and consequently, so is the active, strategic profiling of Radboud University as a broad-based knowledge institution with its own distinctive focus areas and collaborations.
- Digital developments in research and society affect higher education; Radboud University will respond to this in line with its new educational vision based on the core values 'academic - personal - sustainable'. This vision is also the basis for Radboud University's response to the demand for more flexible and modular education within the framework of the Lifelong Development mission of universities. This calls for a focus on cooperation, not only in the university's operations but also in education.
- The move towards more large-scale, specialised and transdisciplinary research requires an infrastructure that facilitates interfaculty cooperation and collaboration with the Radboud university medical center. In this way, social and geopolitical issues can become more embedded in our primary processes and become drivers for both education and 'curiosity-driven' research.
- Sustainability and inclusiveness are crucial values for Radboud University, both in terms of content (as research and education issues) and framework development (as aspects of business operations and collaborations). Further steps in these areas are relevant to the university's position.
- Radboud University places high value on social safety and a good working climate for students and staff. In response to recent internal events and, more generally, to developments in knowledge institutions and society, we are now putting extra effort into this in the coming period, with the aim of strengthening sustainable peace and trust in our University in a well-founded manner.

Profile of the President of the Executive Board

You are someone with demonstrable knowledge of and experience in the sciences. You have a strong orientation towards the university and the academic world and the developments therein. As a result, you know how to inspire the academic community and thereby achieve Radboud University's strategic goals. You are someone who stands for a sustainable university as part of the foundation of society.

You have a broad oversight of and your own views on national and international developments in the scientific, social and political fields. You have the ability to translate these into the university's strategic ambitions in good cooperation with parties within and outside the university. You are also able to translate these ambitions into concrete interventions and objectives and know how to implement them.

You have gained extensive managerial experience within knowledge-intensive, complex and professional organisations. You are an 'administrative doer' with a good understanding of the dynamics in a public-political environment. By nature, you have a strong external orientation and have access to an extensive semi-public and corporate network, which is relevant for the further development of the university. This enables you to clearly shape your leading role for Radboud University in a recognisable and connecting way at the national level (region, The Hague) and international level (Brussels and wider Europe).

In the coming period, you will also contribute to addressing internal challenges such as effective decisiveness, facilities for interfaculty cooperation, sustainable addressing of social tensions, and their translation across the board into efficiency of the primary and supporting (interfaculty) processes. The experience you have gained shows that you can handle these types of tasks well. You also have extensive knowledge of scientific practice and are able to contribute to a close and productive cooperation with the Radboud university medical center.

You have a strong social moral compass, know how to connect people, and are able to ensure good and constructive cooperation between the Executive Board of

Radboud University, Supervisory Board and Executive Board of the Radboud university medical center.

You have experience with and acknowledge the added value of participational bodies. You give shape to the consultations with the University Joint Assembly and do so in an open, learning and non-defensive manner. You know how to create support because you have a well-developed sense of the administrative and organisational relationships within the university, in which the faculties, departments and participational bodies are important partners.

You have proven that, under your leadership, a vision for the organisation can be developed and realised. You inspire, connect and are accessible. You have an eye for people, are sensitive, and tenacious in a positive way. For instance, you keep the long-term perspective firmly in focus. You have energy and persuasiveness and are a good communicator. You are seen as the face of the university. You are a good listener, can weigh up the pros and cons and steer for results and, where necessary, act proactively and take decisions, showing that you take responsibility, not only for decision-making, but also for implementation.

You have a proven ability to make strategic choices and implement them decisively in cooperation with others. You motivate others and engage your environment; you give staff space to develop their talents to the full. You recognise the importance of, and encourage, cooperation within the Executive Board. You have a proven inclusive leadership style in which you recognise and value the importance of diversity. Through your leadership style, you make diversity meaningful and productive. You can listen and know how to connect and stay connected with the student population and young researchers, while also being in close contact with the established academic community.

You value the history and identity of Radboud University. The emancipation history of the University appeals to you, as does its current translation, which to this day manifests itself, among other things, in the fact that our University has relatively many first-generation students. You have the ambition to give substance and form to Radboud University's special character in the current social context. Based on a strong personal social commitment, you support the connection between science/education and society that characterises Radboud University.

Employment conditions

The [Standards for Remuneration Act \(Wet normering topinkomens\)](#) applies to Radboud University. Class G is the classification for education applicable to universities.

Procedure

Radboud University will be assisted in the selection procedure by Ila Kasem from Van de Bunt Adviseurs. Applicants can send a short motivation letter along with their CV to radboud@vandebunt.nl no later than 1 September 2024. For questions or for additional information, you can call Ila Kasem or Pieter Cortenbach on +31 (0)20 6421134. Interviews are scheduled for weeks 41 and 42.

The selection procedure includes a screening and development assessment.