



QUEENS' COLLEGE CAMBRIDGE

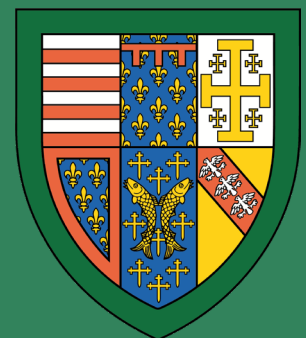


Appointment of

President

November 2024 Ref Code FBQOA

Saxton Bampfylde





QUEENS' COLLEGE CAMBRIDGE

Queens' College is seeking to elect a President to succeed Mohamed El-Erian, who will retire at the end of September 2025 after five years in post. Dr El-Erian has provided the College with astute leadership in a period of considerable challenge and exciting growth. The next President will lead the College with vision, to realise its ambitions for its community and its estate, while continuing to promote academic excellence and the flourishing of all its members.

The President is the principal ambassador for Queens' College and its leader as a community, and must therefore be invested in its ethos and aims. The President must also have knowledge of academia and a strong understanding of, and sympathy with, the Cambridge collegiate system. Since the President chairs the Governing Body of the College and provides strategic leadership to the Fellowship, strong candidates will be expected to have a distinguished record of achievement, leadership and decision-making in academia or another field. Candidates should have the personal qualities to lead, inspire and encourage the whole community: staff, students and Fellows alike.

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The College

Queens' is a historic College with a forward-looking ethos. It is a vibrant educational community of some 1,300 people, comprising undergraduates, postgraduates, Fellows and staff drawn from every corner of the world. Set on the banks of the River Cam in central Cambridge, and featuring some of the city's most attractive buildings, Queens' aspires to be a place where people of diverse backgrounds and interests live, study, work, and learn from one another.

As a College we recognise that excellence, aspiration and commitment to diversity are not just watchwords but need to be embodied tangibly. We have a longstanding commitment to widening participation in higher education and run a number of successful initiatives, including employing an 'embedded' Schools Liaison Officer in one of our link areas, Bradford. Our Teaching and Learning Strategy informs practical improvements, the continual sharing of best practice and the recruitment of Fellows and supervisors who share our values. We celebrate not just the academic success but also the extra-curricular interests of our members in music, sports, drama, volunteering and a host of other areas, encouraging students through travel bursaries, entrepreneurship mentoring and a summer internship scheme to achieve their full potential, whatever their resources and background.

Careful stewardship of our resources has allowed us to match our values with targeted investment. We are proud that we were the first and remain one of the only Cambridge Colleges to pay all of our staff the London Living Wage, of the top-up bursaries we offer to undergraduates from low-income families, of our success in fundraising for new Master's and Ph.D. scholarships targeted at those who would not otherwise have the means to pursue further study, and of our Rokos Postdoctoral Research Associate Scheme, which offers affiliation and generous support to early career scholars. We also support our community in broader ways. We have consistently led the collegiate university in our provision of clinical Health and Wellbeing, and were among the first colleges to reflect the diverse beliefs of our members by establishing a dedicated Faith Centre in addition to the Chapel.

In all of this we are indebted to others' generosity. The College maintains close relationships with a community of roughly 14,000 alumni and friends, who give vital support both financially and in other ways. As we look in the coming years to pursue an ambitious decarbonization and refurbishment programme for our whole estate, such support will remain vital.

Further information on life at Queens' can be found here [Link](#).





The Role

Queens' is seeking a President who is dedicated to the pursuit of academic excellence on the part of all members of the College, and to championing their achievements in the wider world. At the same time, the President should also foster in word and example an environment in which all students, staff and Fellows can flourish.

The President is therefore expected to exhibit a deep investment in the academic purpose and aims of Queens' and, with the Fellowship, to be a custodian of the College as a thriving intellectual and social community. The President will recognise the centrality of teaching, learning and research to the College mission, and should be committed to the College agenda for widening participation and making the College accessible to students from all backgrounds.

Queens' College takes pride in its consensual style of governance. The Governing Body, which consists of the President and some 60 Fellows, has overall responsibility for the College. The principal executive officers of the College are the Senior Tutor and Senior Bursar, who are responsible for the day-to-day management of academic and non-academic affairs respectively. The President also chairs the main College committees, which have oversight of the management of the College and make recommendations to the Governing Body on educational and financial policy, elections to Fellowships and, appointments to offices, as well as other academic and staff matters. The Governing Body normally meets ten times a year; other committees meet once or twice in each of the three academic terms.

Fundraising is essential in allowing the College to realise its ambitions for its outreach, access, education and estate. The President has a critical role to play (with the Development Director and the Alumni and Development Office) in fundraising and establishing networks with the College's alumni and other supporters. The President must have a genuine enthusiasm for meeting alumni and benefactors and be able to communicate the case for higher education, collegiate life and, in particular, Queens', to a range of audiences. A willingness to travel, to attend events, to spend time with supporters, and to promote fundraising projects is therefore a critical requirement of the role.

A further principal responsibility of the President is to develop the Fellowship and encourage its members. The President is expected to play an active role in the appointment of new Fellows, to share responsibility for the appointment of College Officers from within and without the Fellowship, and to play a part in appraisal. The President should recognise and encourage contributions by Fellows across the full range of academic disciplines, and be supportive as Fellows negotiate their sometimes conflicting University and College commitments to teaching, research and administration. It is essential to ensure that our academic community remains motivated and intellectually creative, especially at a time of uncertainty in UK higher education and of broader global challenges.

The President is not merely a figurehead, but must be approachable and visible around College, promoting a sense of community among Fellows, staff, postgraduates and undergraduates, acting as a listening ear where necessary and taking an obvious interest in all of them. Lunching and dining together are central to College life: the President will be welcoming to guests and alumni, both at High Table and when entertaining in the President's Lodge, as well as participating fully in the social life of the SCR. The President also is typically asked to confer degrees on students graduating from the College on behalf of the Vice-Chancellor at the annual degree ceremony, and at other times across the year.

Beyond Queens', the President must be effective in furthering the interests and reputation of the College through active participation in University affairs. As Head of House, the President is expected to attend the Colleges Committee, which meets at least once a term, and to take a lead in representing Queens' as the collegiate system evolves to meet changing needs amid a range of academic, financial and political challenges

Queens' is committed to fostering equality, inclusiveness and diversity. We strongly encourage applications from women, disabled people and people from minority backgrounds.





College Priorities for the Future

In the coming years, we are seeking to:

- Continue to support and resource admissions and the College Teaching and Learning Strategy, which between them seek to recruit as widely as possible and to sustain academic excellence among undergraduates, in order to realise the full potential of each student.
- Continue to promote the success of postgraduate students. This includes providing physical and residential space for them in college; fundraising for master's and Ph.D. scholarships; travel funding; tutorial support; opportunities to network and ensure future success.
- Continue to recruit and resource a diverse Fellowship that will provide dynamic teaching, pastoral care and academic leadership. Alongside this, to enhance the reputation of the Fellowship for producing research of international significance, and to promote a warm, welcoming environment conducive to academic discussion, sociability and friendship.
- Pursue the College's planned scheme of decarbonization, development and renewal of the estate, including major forthcoming projects at Owlstone Croft, Grange Road and elsewhere.
- Remain alive to external pressures – including government policy, global political instability and unforeseen events – and to continue to work with the Fellowship to evolve a strategy that will leave College prepared for future challenges and well-placed to respond to favourable opportunities.
- Continue to promote the strategic fundraising that will allow all of the above to take place.



Person Specification

The successful candidate must have:

- Intellectual stature, and a distinguished record of professional achievement either in academia or another field.
- A record of successful leadership in organisations of comparable scale and complexity which require government by consent.
- Experience of nurturing a sense of shared endeavour and community among varied groups within an organisation.
- Experience of being the public face of an organisation in a variety of contexts.
- A demonstrable understanding of the challenges facing colleges, universities, their members and the wider world in the twenty-first century.

Strong candidates are likely to demonstrate the following qualities:

- Dedication to the academic purpose of the College, and a keen interest in fostering the intellectual life, wellbeing and wider flourishing of all its members.
- Commitment to an open, inclusive and genuinely diverse ethos, and to the College's work to widen participation.
- A developed understanding of the value of strategy and the ability to contribute to the continuing evolution of the College vision.
- An understanding of, and empathy with, collegiate Cambridge, and an awareness of the challenges currently facing it.

- Proven ambassadorial skills and the capacity to represent the College's interests externally with alumni, donors, other key stakeholders and the wider world, as well as within collegiate Cambridge.
- Enthusiasm for, and the capacity to participate successfully in, the fundraising effort.
- The ability to chair meetings effectively and efficiently, and to provide strong leadership through constructive engagement with self-governing committee structures.
- Diplomatic acuity and a high level of integrity and empathy, with a sense of fairness, discretion, and a willingness to listen and learn.
- Fine judgement, including the ability, where necessary, to take tough decisions.
- An approachable and warm manner, and a keen interest in the lives and professional pursuits of others;
- The ability to relate to all members of the College community, and the willingness to make time to build those relationships.
- The ability to host major College events involving students, alumni, or guests of the College in an inclusive and engaging manner.
- Excellent oral and written communication skills, both in private and on public platforms.
- An inclusive leadership style that inspires and motivates the Fellowship, student body, and College staff.
- Enthusiasm for the social element of the President's role.





Terms of Appointment

The President shall be appointed to serve for 10 years, or for a shorter term determined by the retirement provisions in the College Statutes, if these are applicable. It is anticipated that the new President will take up the post from 1 October 2025, or as close to that date as possible.

There will be a competitive salary offered. Other benefits include a substantial entertainment allowance, dining rights, and use of the President's Lodge free of rent, rates, and taxes.

Administrative support is provided through a full-time PA.

Like many Headships in Cambridge Colleges, the post is flexible, so that the President is able to maintain some of their other academic or professional activities. The requirements of the role are concentrated within university terms, when the President is expected to be present in Cambridge for a substantial fraction of the time, with more flexibility during vacations.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Queens' College on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **FBQOA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Friday 20th December 2024**.

- The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

Queens' College pursues an equal opportunities policy. We are committed to the principles of equal opportunities and respect for individuals. We work to recruit students and staff from a wide range of backgrounds because we believe the diversity of the College is critical in achieving our strategic aims and in ensuring the long-term health and success of Queens'; and we strive to maintain an inclusive environment that represents a variety of backgrounds, skills and perspectives. The College has a responsibility to ensure that all employees are eligible to live and work in the UK and reserves the right not to make an appointment.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.





Saxton Bampfylde