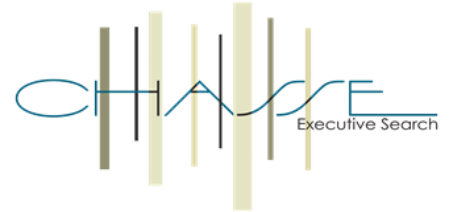




**Universiteit  
Utrecht**



## **PROFILE**

Organisation:

**Universiteit Utrecht**

Position:

**Dean University College Roosevelt**

Chasse Executive Search  
December 2024



Candidates for the position of Dean University College Roosevelt are required to be fluent in both English and Dutch. Non-Dutch speaking applicants must be willing to gain proficiency in the Dutch language in the short term. The profile of the position is therefore in English.

## 1. University College Roosevelt

University College Roosevelt (UCR) is a residential university college, conveniently located in the historic center of Middelburg, the capital of Zeeland. It offers its students an English-taught, three-year Utrecht University undergraduate programme in the Liberal arts and Sciences (LAS), which leads up to diplomas as Bachelor of Arts or Bachelor of Sciences. UCR educates for academic excellence, personal growth, and global citizenship. Well over 80% of UCR's graduating students complete their studies in the nominal three years. About half of UCR alumni continue their studies at Dutch universities, about half do so at universities abroad. Click on the video to watch 'This is UCR':



UCR is employer of approximately 90 employees. UCR Faculty is teaching courses in Arts and Humanities, Social Science, and Science and Engineering. Administrative staff run our student office, communications and recruitment, human resources and finance, and facilities and ICT. The faculty, staff, and students are international. English is the official language on campus. Students, management, faculty, and staff form a close-knit and engaged community. The college is residential for 550 students, of which over 65% come from outside of the Netherlands.



The UCR curriculum is dedicated to the Liberal Arts and Sciences. The educational philosophy is based on the idea that students benefit from learning about a variety of disciplines. Students assemble their own curriculum from courses offered. UCR students participate in Utrecht University's many exchange programmes with top universities around the world. The three-year programme is broad and intensive. The small-scale teaching promotes intense discussion and debates and fosters close intellectual relationships amongst students and with instructors, both inside and outside the classroom. The UCR tutoring system provides students with additional intellectual and developmental support.



UCR actively participates in the Zeeland knowledge infrastructure, with partners Hogeschool Zeeland (HZ), Scalda, Delta Climate Center (DCC), Royal Netherlands Institute for Sea Research (NIOZ), Joint Research Center Zeeland (JRCZ) and Campus Zeeland. UCR is one of the founding partners of the DCC, together with HZ, Scalda, Utrecht University, Wageningen University and NIOZ. UCR is part of the Zeeland community and strives to strengthen these ties, for instance via community engaged learning. The college also works closely with the municipality of Middelburg and province of Zeeland.



## 2. Structure and organisation

The structure of the UCR is characterised by organisational and financial independence from Utrecht University (UU). Operations (student affairs, finance, personnel etc.) are managed by the UCR Foundation. This foundation is not part of Utrecht University. The dean and the managing director form the executive board of the UCR Foundation. The Executive Board is employed by the UCR Foundation and reports to UCR's Board of Trustees (BoT).

The students at UCR are UU students, following a UU Liberal Arts and Sciences Programme. The Dean reports to the Executive Board (CvB) of Utrecht University on academic affairs relating to the LAS programme. The Dean is a Full Professor of Utrecht University and chairs UCR's Executive Board.

The Dean is advised by the Board of Studies (BoS), chaired by the Director of Education. The BoS is responsible for the quality of teaching and learning, for the quality of teachers, and for academic rules and procedures. UCR has its own Council, Board of Examiners and Programme Committee. UCR has three academic departments: Arts and Humanities, Social Science, Science and Engineering.







Currently UCR is headed by an interim Dean, who is working on the specific assignment by the BoT – and endorsed by the CvB UU - to draft a transformation plan to secure a healthy and financially sustainable future for UCR. UCR's finances are sound at the moment, but student intake and student satisfaction have been declining, and UCR foresees a budget deficit at the end of the current four-year planning period, as some substantial subsidies will end. The risk profile has recently further increased because of government budget cuts and the preliminary effects of the "Internationalisation in Balance Act" (better known as the WIB). The transformation plan will be ready early in 2025, with input from faculty and staff, and formal advice from both Council and Program Committee. Executing said plan will be the main task and responsibility of the Dean.

### 3. Tasks and responsibilities

The Dean and Managing Director are jointly responsible for leading UCR. The Dean is chairperson of the Executive Board and chiefly responsible for:

- UCR strategy and in particular the successful execution of the above-mentioned transformation plan;
- the academic quality of the college and the accountability for the quality to Utrecht University;
- development of academic leadership at all levels and of a culture and practice of continuous improvement and innovation, in both teaching and undergraduate research;
- internal relations with UCR's Board of Studies, Board of Examiners, UCR Council, Academic Affairs Council, Programme Committee and RASA;
- strategic (external) relations, such as the Municipality of Middelburg, Province of Zeeland, the University of Applied Science (Hogeschool) Zeeland, Utrecht University and other partners in the Delta Climate Center and on an (inter)national level; and representation of UCR externally in academic, social and political networks both in and outside the Netherlands.



#### **4. Personal profile**

The Dean:

- has ample experience and competences in strategy and change management, in a professional and preferably academic setting;
- has an established academic background, the rank of Full Professor, and a strong passion for teaching;
- is able to lead and inspire UCR and its professionals;
- has strong business acumen and an entrepreneurial mindset;
- understands financial figures and funding models and is able to manage finance at a strategic level;
- is a strong advocate of Liberal Arts and Sciences education where students and their Bildung (formation) are central;
- is an excellent team player and team builder with proven strong communication skills, is able to assume a connecting role and enjoys the challenges of open debate with students, faculty, and staff;
- understands that UCR is a relatively small college which is socially demanding;
- has a hands-on mentality, due to the small size of the UCR organisation;
- has a visible presence in Zeeland;
- is fluent in both English and Dutch; Non-Dutch speaking applicants must be able to gain proficiency in the Dutch language.

It is recommended that the Dean:

- lives in Middelburg or its direct vicinity.

Preferably the Dean:

- will be actively involved in extracurricular activities, essential to the UCR experience, such as workshops, congresses, sports events, theatre, music concerts, etc.;
- is experienced in educational innovation;
- has excellent insight into the world of international education;
- is used to working in an international environment.



## Terms of Employment and procedure

### 1. Appointment and remuneration

The appointment is for a term of four years with the possibility of reappointment for an additional period. Candidates who meet the qualifications and are available for at least two years are also encouraged to reply, provided they have substantial experience in implementing a meaningful organisational change.

The Dean of UCR will be appointed as a professor at Utrecht University, with the position level determined by experience according to the Dean 2 or Dean 1 UFO profile. The salary corresponds to scale 17 or 18 under the Collective Labour Agreement of Dutch Universities (2024). Additional benefits include an 8% holiday allowance and an 8,3% year-end bonus. Pension contributions are made through ABP. The Dean UCR is appointed by Utrecht University in agreement with the UCR Board of Trustees.

The position has a standard scope of 0.5 FTE. However, implementing the transformation plan will require dedicated time and focus from the Dean, particularly in the first two years, allowing for an appointment of up to 1.0 FTE during this period. If the candidate has expertise in environmental studies or business economics, an additional teaching role for the period of the dean-ship is possible and encouraged.

### 2. Procedure and application

Utrecht University and UCR have engaged Chasse Executive Search to lead the executive search for the new Dean of University College Roosevelt. A Selection Committee has been established for this process. [Ferdi de Lange](#), partner at Chasse Executive Search, is overseeing the procedure. The vacancy is simultaneously open to internal and external candidates.

*Please submit your application, consisting of a motivation letter and curriculum vitae at the latest by **Monday, January 20<sup>th</sup>, 2025** via [info@chassesearch.nl](mailto:info@chassesearch.nl).*

### 3. Selection Committee

The composition of the Selection Committee is as follows:

- Prof. dr. Henk Kummeling, Rector Magnificus UU (chair).
- Prof. dr. Peter Driessen, Member Board of Trustees UCR.
- Etienne de Jager MA, Managing Director UCR.
- Nienke van Houwelingen, Student Assessor of UCR.
- Member of the faculty.
- Prof. dr. Susan te Pas, Dean UCU.



#### 4. Timetable

Date	Event
December 20 to January 24, 2025	<ul style="list-style-type: none"> <li>▪ <b>Job opening and targeted search</b> by Chasse: Friday, December 20 to Monday, January 20, 2025</li> <li>▪ <b>In-depth interviews</b> with candidates by Chasse: Monday, January 20 through Friday, January 24, 2025</li> </ul>
January 29, 2025	<ul style="list-style-type: none"> <li>▪ <b>Review of candidate overview</b> with the Selection Committee / Selection of approximately 3 to 4 candidates for the first interview round.</li> </ul>
February 2025	<ul style="list-style-type: none"> <li>▪ <b>First interview round with the Selection Committee:</b> Monday, February 10, 2025, 9.00 – 13.30h (Utrecht)</li> <li>▪ <b>Second interview round with the Selection Committee:</b> Monday, February 17, 2025, 9.00 – 12.00h (Utrecht)</li> <li>▪ <b>Decision on preferred candidate.</b></li> </ul>
Before March 1, 2025	<ul style="list-style-type: none"> <li>▪ <b>Reference check</b> by Chasse.</li> <li>▪ <b>Formal completion and appointment procedure</b> (further information on the process will be provided to the preferred candidate).</li> <li>▪ <b>Announcement.</b></li> </ul>
April 1 – September 1, 2025	<b>Commencement of employment</b> as Dean of University College Roosevelt (depending on notice period).

The interview rounds will take place in person (in Utrecht). Interviews with Chasse will be conducted via MS Teams or at Chasse's office in The Hague.

