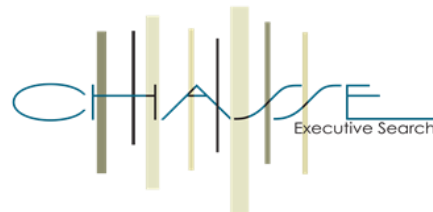




**Universiteit  
Utrecht**



## **P R O F I L E**

Organisation:

**Utrecht University**

Position:

**Dean University College Utrecht**

Chasse Executive Search  
April 2025



Candidates for the position of Dean University College Utrecht 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 and should be well acquainted with the Dutch educational system and governmental context.

## 1. Utrecht University

A better future for everyone: this ambition motivates everyone who contributes to Utrecht University's leading research and inspiring education. At [Utrecht University](#), members of the various faculties collaborate extensively on major societal themes. Our strategic focus across the university is on Dynamics of Youth, Institutions for Open Societies, Life Sciences and Pathways to Sustainability. Utrecht University embraces rewards and recognition for all staff as implemented in its [TRIPLE strategy](#) and is a trailblazer in open science.



### Organisation of the University

The university is organised in accordance with the Netherlands Higher Education and Research Act, and its organisational procedures are set down in governance and management regulations. The Executive Board oversees the management of the university. The university has [seven faculties](#): Geosciences, Humanities, Law, Economics and Governance, Medical Sciences (integrated in the University Medical Centre Utrecht), Science, Social and Behavioural Sciences and Veterinary Medicine. The faculties are managed by their respective deans. The university has two colleges: University College Utrecht and University College Roosevelt.



The university has two university-wide services: the University Library and the University Administration. [Employees and students participate](#) in the policy-making process and advise the various administrative bodies in each organisational layer of Utrecht University. Every faculty and the UCU have a Council which consist of students and employees.

Employee and student participation are organised at the university level by means of the University Council and the University Labour Representation Board. The Faculty Board and Programme Committees have a role in this at the faculty level.

## 2. University College Utrecht (UCU)

[University College Utrecht](#) (UCU) is a renowned international (English-language) bachelor honours college for Liberal Arts and Sciences at Utrecht University. It offers students a residential academic setting for laying the foundation of their academic and professional careers. UCU is a selective programme with approximately 750 enrolled students from a wide range of nationalities. UCU selects and educates students for societal and community engagement. It offers roughly 230 courses per year. Among the special characteristics of the college are small classes and individual attention for students' personal and academic development. UCU provides an environment that encourages intellectual exchange among students and teachers in a friendly and informal atmosphere. An important part of the UCU education is the tutorial system that provides individual guidance to UCU students.





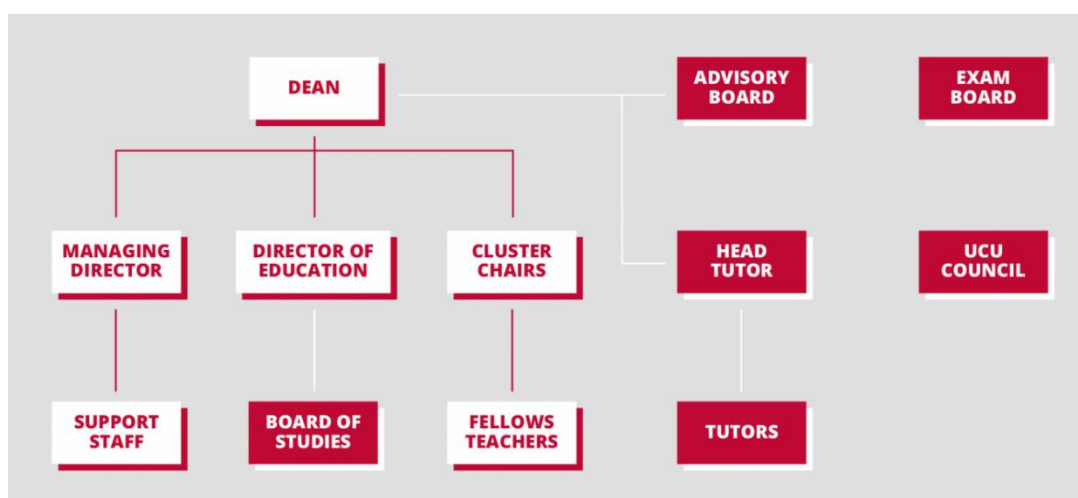
UCU is the first and oldest liberal arts and sciences college in the Netherlands and has an excellent reputation in the Netherlands and beyond. The college is a cutting-edge institution that is a breeding ground for interdisciplinarity, and its graduates excel in further education and in society after receiving their degrees.

UCU is a relatively small, close-knit community. Our students and staff are engaged and outspoken. The working culture is characterized by dedication and a hands-on mentality. The working atmosphere at UCU is good. The relationship between management and the council with staff and student representation is constructive.

Despite its strong position, UCU faces the impact of challenges tied to national and international political developments, including the recent large fluctuations in funding for higher education. Currently, UCU is financially sound but is facing the substantial impact of recent budget cuts on all aspects of its educational programme.

### 3. Dean of University College Utrecht

The dean is a member of the UCU Management Team (MT) alongside the managing director, the director of education and the student-assessor. The MT has the decisive mandate regarding policy development, finances, and monitoring the performance of the organisation. The MT is supported on strategic issues by a policy advisor. The dean is the direct supervisor of the managing director and the director of education. The dean is also the direct supervisor of UCU's five cluster chairs and manages and works closely with them. The organisational structure is as follows:







The dean reports and is accountable to the Executive Board of the university via the Rector Magnificus. The Executive Board of Utrecht University bears the ultimate responsibility for all the processes within the university, and the University Administration supports the Executive Board. The deans of the faculties and UCU are partly responsible for the design and implementation of the university's strategy. They contribute to this by meeting on a regular basis with the Executive Board.

UCU's strategy and the educational policy are embedded in the wider strategic plan of Utrecht University's educational model. The UCU dean has the overall responsibility for UCU's strategy and educational policy and maintains internal and external contacts.

### Tasks and responsibilities

The dean and managing director are jointly responsible for leading UCU. The dean is mainly responsible for:

- executing the UCU strategy and ensuring that this aligns with UU strategy;
- strengthening and maintaining the leading position of UCU in the Netherlands and beyond;
- ensuring the financial health of the college by maintaining organisational flexibility to respond to fluctuations in funding;
- strengthening connections between UCU and the broader Utrecht University organisation at all levels, with a particular emphasis on UCU's role as an institution of educational innovation and an interdisciplinary breeding ground;
- keeping the close-knit, residential community unified and safeguarding community diversity and inclusion of its members;
- fostering development of academic leadership at all levels;
- fostering a culture and practice of continuous development and innovation throughout the UCU organisation.





#### 4. Personal Profile

We are looking for:

##### **A figurehead**

- a strong representative of interdisciplinary education, who understands the pedagogy and didactics of a residential liberal arts and sciences programme;
- an ambassador for liberal arts and sciences education within the Utrecht University and on a national level with a clear vision on its dynamics and developments and knows how to implement this vision;
- a networker with a strong outreach, taking UCU's community engagement further, from the city of Utrecht to all corners of the world;
- an authoritative scholar (full professor or professorable) who fosters a broad definition of scholarship, is sensitive to the needs of the staff in this respect, and who is able to further develop the teacher-scholar model at UCU.

##### **A leader**

- who embraces TRIPLE and appreciative leadership or has experience with new forms of recognition and appreciation within a higher education context;
- a natural, empathetic leader with ample experience and good social and intercultural skills, who stays calm under pressure and makes use of a trust-based leadership style to stimulate bottom-up innovation;
- with the ability to keep a close-knit international community together in times of increasing polarisation, who creates an environment in which everyone can share their opinion;
- actively engaging and visible, communicating with students, staff and alumni effectively, with a focus on collaboration and finding the right balance between listening to all interests and setting boundaries;
- with proven commitment to diversity and inclusion and able to actively represent these in the UCU community.

##### **An executive**

- a hands-on executive, vast experienced in the day-to-day integral management of a complex organization, with proven success in managing finances; At the same time, the dean has deep knowledge of what constitutes a residential liberal arts and science program and is able to preserve this in times of budget reductions.
- shows the ability to manage complicated issues, such as work pressure and housing;
- who is fluent in Dutch and English.

*As Utrecht University, we want to be a home for everyone. We value staff with diverse backgrounds, perspectives and identities, including cultural, religious or ethnic background, gender, sexual orientation, disability or age. We strive to create a safe and inclusive environment in which everyone can flourish and contribute.*



## Terms of Employment and procedure

### 1. Appointment and remuneration

We offer a permanent position with a four-year appointment as dean of UCU, with the possibility of reappointment for an additional period. The position has a standard scope of 0.8 fte. The scope can be extended to 1.0 fte for example through a teaching role. Additionally The dean of UCU will be appointed as a professor at Utrecht University, with the position level determined by experience according to the dean 1 UFO profile. The salary corresponds to scale 18 under the Collective Labour Agreement of Dutch Universities (effective as of July 1, 2024). Additional benefits include an 8% holiday allowance and an 8,3% year-end bonus. Pension contributions are made through ABP.



### 2. Procedure and application

Utrecht University has engaged Chasse Executive Search to lead the executive search for the new Dean of University College Utrecht. A Selection Committee has been established for this process. [Ferdinand 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 **Friday May 9<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. Wilco Hazeleger, rector magnificus UU (chair of the committee).
- Prof.dr. Leoniek Wijngaards, dean faculty of social sciences.
- Sjoerd Bosgra, MSc, managing director UCU.
- Dr. Jocelyn Ballantyne, head tutor UCU.
- Drs. Erwin van Sas, cluster chair UCU.
- Dr. Tatiana Bruni, chair UCU council.
- Anish Arun, chair UCU student council.

### 4. Timetable

Date	Event
April 18 <sup>th</sup> to May 16 <sup>th</sup> 2025	<ul style="list-style-type: none"> <li>▪ <b>Job opening and targeted search</b> by Chasse: Friday, April 18<sup>th</sup> to Friday, May 9<sup>th</sup> 2025</li> <li>▪ <b>In-depth interviews</b> with candidates by Chasse: May 12<sup>th</sup> through May 16<sup>th</sup> 2025</li> </ul>
May 21 <sup>st</sup> 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>
May 26 <sup>th</sup> to June 2 <sup>nd</sup> 2025	<ul style="list-style-type: none"> <li>▪ <b>First interview round with the Selection Committee:</b> Monday May 26<sup>th</sup> 2025 (08.30 – 11.00h, Utrecht) &amp; Wednesday May 28<sup>th</sup> 2025 (12.30 – 15.00h, Utrecht).</li> <li>▪ <b>Second interview round with the Selection Committee:</b> Monday June 2<sup>nd</sup> 2025 (09.00 – 11.30h, Utrecht).</li> <li>▪ <b>Decision on preferred candidate.</b></li> </ul>
Before July 1 <sup>st</sup> 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>
October 1 <sup>st</sup> 2025	<b>Commencement of employment</b> as Dean of University College Utrecht (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.*