Role Specification

University of Twente
President Executive Board

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About the University of Twente (1/2)

The University of Twente is entering the new decade with an ambitious new mission, vision and strategy. As the ultimate 'people-first' university of technology, we are building on our 'High Tech, Human Touch' philosophy and the unique position this gives us in society. In everything we do, we seek to achieve - through our objectives of Shaping Society, Shaping Connections and Shaping Individuals - the greatest-possible impact on people and the world we live in by helping to create a fair, sustainable and digital society. Our core values of openness, inclusiveness and entrepreneurial are key elements of this ambition.

For us, this also means building on our rich history of combining the technical and social sciences across five distinctive areas of research:

- Improving healthcare by personalised technologies
- Creating intelligent manufacturing systems
- Shaping our world with smart materials
- Engineering our digital society
- Engineering for a resilient world

Mission University of Twente

“The University of Twente is the ultimate people-first university of technology. We empower society through sustainable solutions”. Shaping2030 is UT’s mission, vision and strategy for 2020-2030.

Annual reports

In its (Dutch) annual reports, the university reports on the policies pursued and the realization of its plans. A Facts and Figures edition is also published annually, containing the most important topics from the previous year, combined with a number of key figures from the annual report.
About the University of Twente (2/2)

Organizational structure

The organizational structure of the university is shown in the chart below. In addition to the five faculties - in which teaching, research and the transfer of commercial knowledge take place - there are the research institutes (the Digital Society Institute, TechMed Centre and Mesa+ Institute) which coordinate large-scale, multidisciplinary research programmes in the five distinctive areas of research. The support departments contribute to our outstanding performance in teaching, research and commercial knowledge transfer. The University Council is the university's central representative body and holds regular discussions with the Executive Board. The University Council has a participatory role in creating the university's policies.

The Executive Board, the deans of the faculties and the scientific directors of the institutes make up the Strategic Council, which bears collective responsibility for themes and policy proposals that affect the whole university.
Governance

Executive Board

The Executive Board is a collective body consisting of three complementary members: the president, the vice-president and the rector. They are appointed by the Supervisory Board. The Executive Board is responsible for the management and administration of the university. In addition to the president, the board consists of:

*Dr. W.D. (Mirjam) Bult-Spiering*

*Vice-president*

Vice-president since 2015.

*Prof. Dr. Ir. A. (Tom) Veldkamp*

*Rector Magnificus*

Rector Magnificus since 2020.

The board members themselves agree on the distribution of the various portfolios.

Supervisory Board

The tasks of the Supervisory Board involve monitoring the management and administration of the university as a whole, ensuring compliance with relevant legislation and advising the Executive Board. The Supervisory Board of the University of Twente consists of the following individuals:

- Ir. A.H. Schaaf (President)
- Mw. ir. N. Boersma
- Mw. ir. S. Butzke
- Ir. J. van Beurden
- Prof. dr.-ing. M. Wessling
President Executive Board

The president has an initiating and coordinating role on the Executive Board. One important task is that of conveying the university’s mission, vision and strategy internally and externally, and doing so in a manner that gives inspiration to others. The president represents the interests of the university when dealing with political and social organisations and the private sector, and in partnerships and alliances. The president steers the social orientation of the university and its regional and other links with the private and public sectors. Together with the rector, the president is also actively involved in strengthening international relationships (in Europe and in Brussels, with other universities and in business sectors). The president upholds the integrity, not only of the consistency and timeliness of the decision-making process, but also of the implementation of decisions that have been taken.

Profile

The president is a motivated and inspiring leader with a positive and ambitious attitude, both inside and outside the university, and has strong unifying abilities. The president is able to articulate, concisely and captivatingly, the opinions of the university, not only inside the university, but also for the media at formal occasions and during informal gatherings alike. The president is a good listener, as well as a manager who can act decisively when the occasion demands it, but who never loses sight of the need to reach decisions carefully and to implement them in a similar manner. Candidates for this position should have extensive managerial experience and seniority, and a businesslike and international mindset.

The president understands the intrinsic value of a university and the managerial and organisational relationships in it, in which the participation bodies have an important role to play.

Experience in the engineering sector would be very useful, more so than a political or managerial background. It is crucial that the candidate is able to operate at the interface of technology and society.
President Executive Board (2/2)

The president does not need a background in academic research or teaching, but must have an affinity with these areas. This concerns affinity with the primary process and enjoying the company of students; they, after all, are the mainstay of the university community.

It is essential to have a feel for knowledge-intensive, complex and professional organisations, in which internal and external support has to be generated for the choices that are made. Candidates should be demonstrably able to reach strategic decisions in partnership with others and to implement them.

The president, once they have fully settled into the role, will have a keen eye on developments in science and education, which are primarily the province of the rector magnificus. This concerns the view from the outside world, based on a broad understanding of external developments - national and international, political, administrative and in the private sector - such as the programmes for the top-priority sectors.

The president is committed to development in the region and is able to operate effectively and with pleasure in the Twente area and its various alliances and working partnerships. Relevant networks will be an advantage, but the further development of networks is a feature of the position in any case. This is easier at national, rather than international or European, level. A European outlook is essential.

In principle, the new president should be available for two four-year periods of office.

The University of Twente seeks to ensure that management positions are occupied by an equal proportion of women. Women are therefore particularly welcome to respond.

**Executives’ Pay (Standards) Act (‘WNT-act’)**

The total package of terms of employment is offered subject to the condition that it complies with the Senior Officials in the Public and Semi-Public Sector (Standards for Remuneration) Act, known as the WNT. If the standard amount is exceeded, then remuneration will be in line with the WNT.
Contact

Procedure

The Supervisory Board will post this vacancy both internally and externally and is assisted in the procedure by Egon Zehnder. Candidates are asked to express their interest by sending a cover letter and a recent resume to VoorzitterCvB_UTwente@egonzehnder.com before Sunday February 21, 2021.

All applications will be treated confidentially.

Contact

For questions or more information, please contact Bart Blommers, consultant at Egon Zehnder.

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About Egon Zehnder

Egon Zehnder is the world’s preeminent leadership consulting firm, sharing one goal: to help people and organizations transform. We know what great leaders can do and are passionate about delivering the best solutions for our clients. As One Firm, our more than 500 Consultants in 68 offices and 40 countries combine our individual strengths to form one powerful collaborative team. We partner closely with public and private corporations, family-owned enterprises, and non-profit and government agencies to provide a comprehensive range of integrated services: Board advisory, CEO search and succession, executive search, executive assessment, leadership development and organizational transformation.

Our leadership solutions cover individual, team and organizational effectiveness, development and cultural transformation. We work with world-class partners including Mobius Executive Leadership, a transformational leadership development firm. In addition, we have partnered with Paradox Strategies, co-founded by Harvard University Professor Linda Hill, to develop the Innovation Quotient (IQ), a proprietary culture diagnostic.

Our goal is that the work we do contributes to successful careers, stronger companies – and a better world.

For additional information, visit www.egonzehnder.com and follow us on LinkedIn and Twitter.