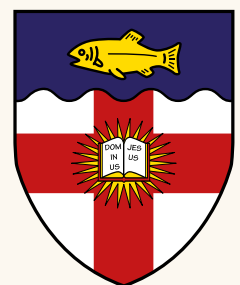


# Brief for the position of **Principal**

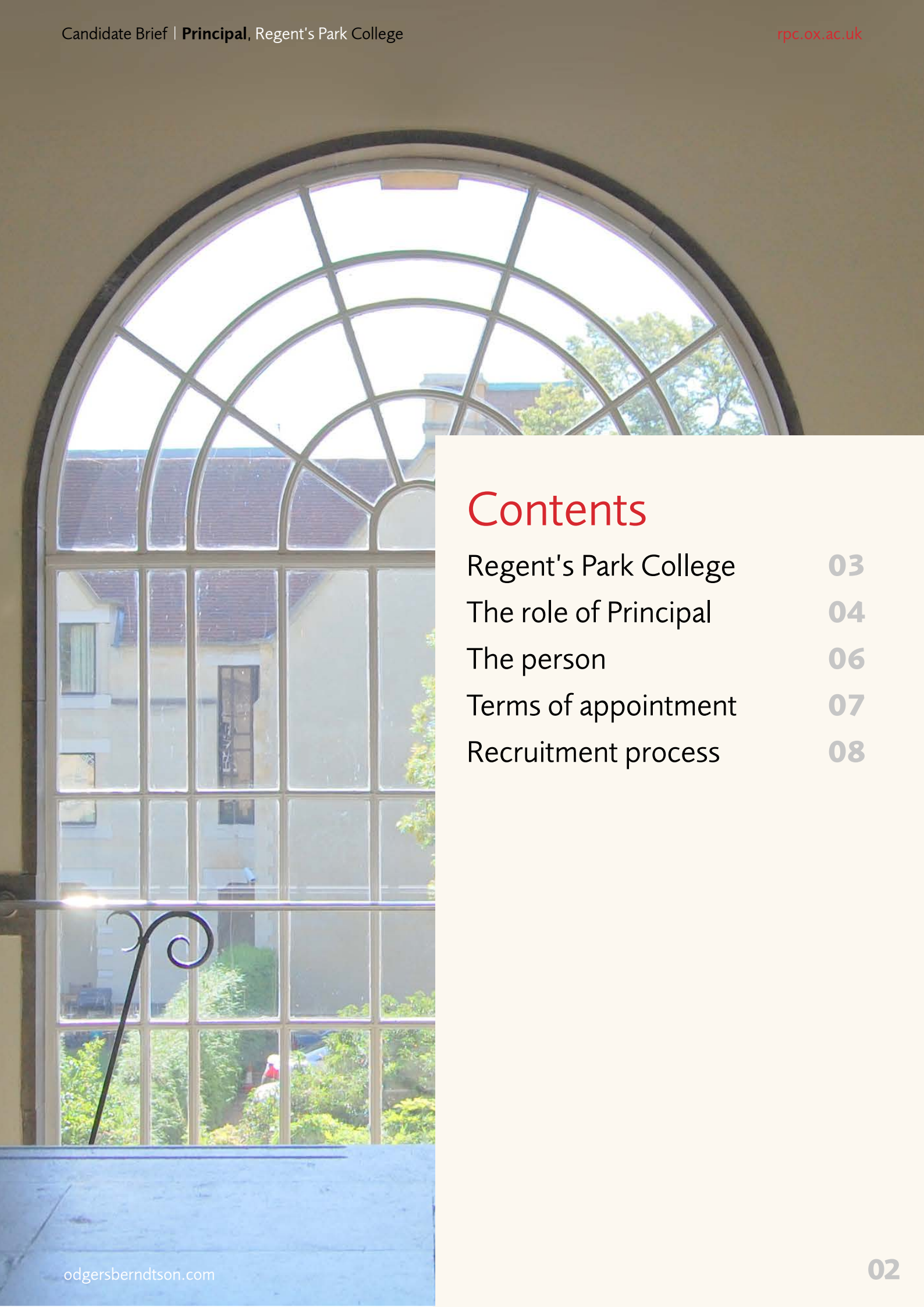


**Regent's**  
**Park** College  
OXFORD



ODGERS BERNDTSON





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# Regent's Park College

Regent's Park College is a small, dynamic community at the heart of the City and the University of Oxford, specialising in the Arts and Humanities. Regent's is the largest Permanent Private Hall in University of Oxford (by Statute a PPH, by character a small college, in some ways perhaps more like colleges as they used to be than the colleges which have that official status). Its distinctive institutional character is formed from our commitment to excellence in education and research in Humanities and Social Sciences, egalitarian ethos, our 'dissenting' traditions, and the value we place on the relationship between academia and real-

world debates. It admits undergraduate and postgraduate students. Regent's Park College is the only PPH that admits post-school undergraduates. It also has an ongoing commitment to Baptist ministerial formation.

The Regent's community is now more diverse than ever before, and its radical spirit continues to be embodied in generations of students and staff pushing the boundaries of representation and inclusion.

The College offers places in a range of Arts and Humanities disciplines, with an outstanding record in Theology, Philosophy, History, Geography and

English, as well as preparing men and women for ordained ministry in the Baptist Union of Great Britain. Everyone admitted to read for a degree is matriculated into the University and has full access to its rich resources. The College also has award-winning tutors, who are teaching members of multiple faculties and departments, encouraging students to aim high and providing excellent academic support. Through its teaching and research the College confirms the global value of Arts and Humanities in higher education and society as a whole.



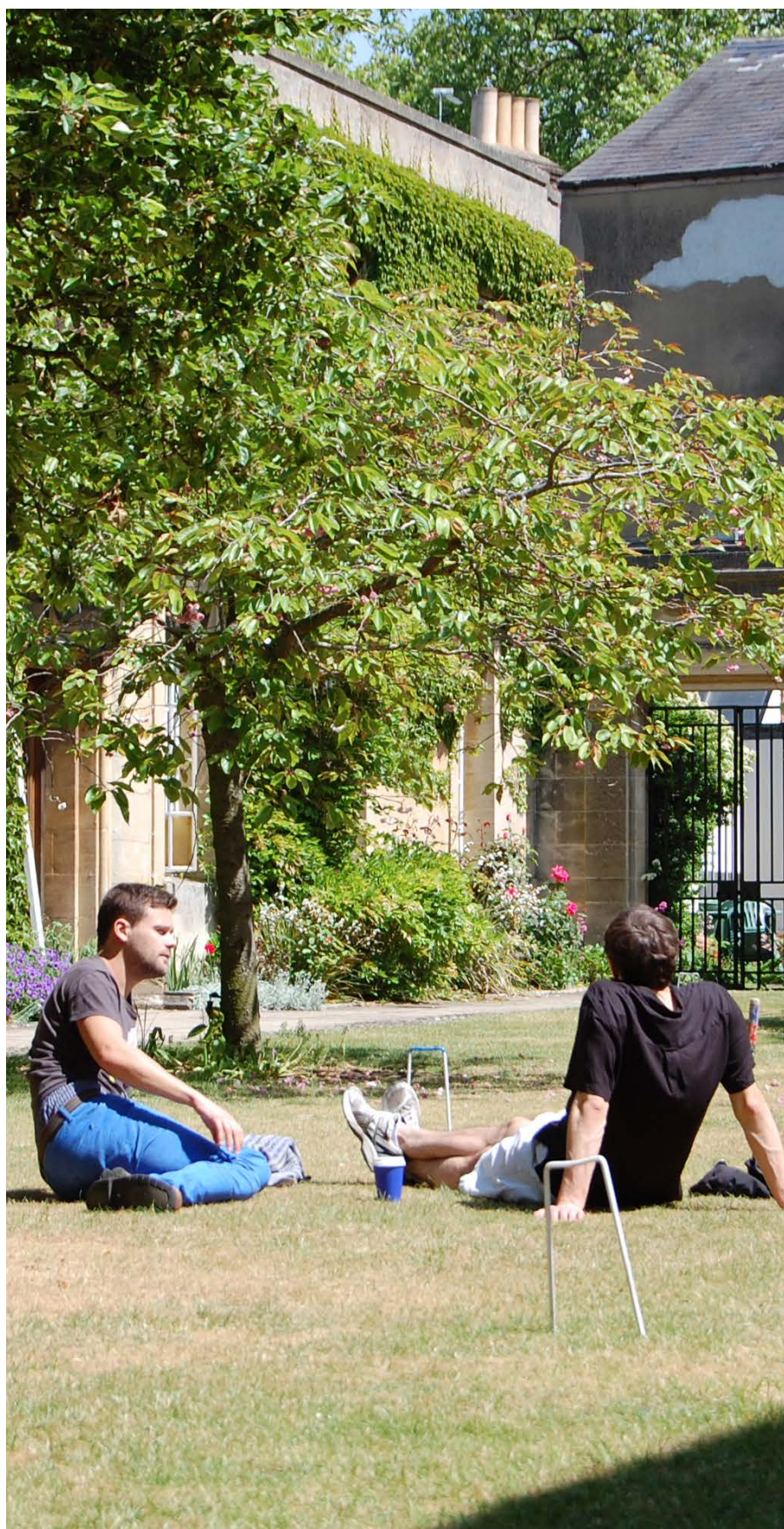


# The role of **Principal**

The Principal is the central figure in the College's life and work. As a visible and engaging leader, the Principal will champion the College's interests, ensure collegial decision-making, and develop ambitious strategic plans and deliver on the College's potential. Building on the successful tenure of the current Principal, Dr Robert Ellis, the College seeks an innovative and experienced person to lead it in the next stages of its development as a world-class educational and research community. The new Principal will have a transformational effect on the College as it prepares to secure its place and future over the next decade.

This demanding and rewarding role will require wholehearted commitment to the College, its members, and its future. Given the nature of the role, it is understood that candidates from a wide range of professional backgrounds are strongly encouraged to apply, provided they are able to demonstrate the appropriate skills and experiences explored below:

- A person of either academic or professional distinction sufficient to ensure credibility in discussions with the University of Oxford and other relevant institutions, as well as with potential donors.
- A member of a Baptist church which is part of a Union or Convention in membership with the Baptist World Alliance.







Key duties of the Principal include:

- Sustaining and enhancing the College as a place of excellence in education and research.
- Developing a creative vision for the advancement of the College's relationship with University of Oxford and the international community.
- Championing the College's 'dissenting' tradition within a 21st century global educational context.
- Taking a pro-active role in maintaining and developing the College's relationship with the Baptist Union of Great Britain and global Baptist communities.
- Managing relationships within the College in a sensitive and consensual manner and encouraging College members in their wide range of endeavours and challenges, through actively supporting the welfare and progress of students and staff and playing a visible pastoral role.
- Upholding and advancing the College's values of inclusion, diversity, equality and appreciation of difference.
- Leading the College's capital development plan to ensure the estate meets the needs for generations to come.
- Developing and carrying out plans to ensure the College remains sustainable, fit for purpose and can deliver its strategic goals, gaining the benefit of digital technologies.
- Acting as an external ambassador for the College and its members, both nationally and internationally, to heighten its external engagement, reputation, and recognition.
- Spearheading fundraising strategies, taking a lead role in engagement with alumni and other potential donors, and attending events inside and outside College, and overseas, as necessary.
- Maintaining and fostering the College's continued financial stability, particularly continuing to increase the College's endowment fund.

The role requires a sophisticated and collaborative approach to leadership, where decision making is democratic, collegial and negotiated.

The role combines strategy and operations, high-level planning and detailed governance, external representation and internal team leadership and development. The Principal will be comfortable striking the balance across these priorities, and have experience in a multi-stakeholder environment, and be setup to thrive in this setting.



# The person

The next Principal will be an engaging leader, who commands the respect of the College community and understands and is sympathetic to the aims of academia and the College's Baptist foundation.

The Principal will:

- Bring experience in leading a mission-driven and values-oriented organisation and a proven ability to communicate that mission clearly to internal and external groups.
- Have a substantial reputation and record of achievement in their chosen field, with high personal and professional standing.
- Be an inspirational, engaging and charismatic leader with well-developed interpersonal skills, who brings a strong strategic vision for the future of the College and the role of Principal.
- Have proven leadership and management ability, which will have been built by working and thriving in complex and challenging environments.
- Be whole-heartedly committed to the College, and able to demonstrate energy, flexibility and good judgement to promote the interests of the College and its members.
- Have a pragmatic and down-to-earth approach to engaging with people at all levels within the College, and a commitment to being a visible part of the community.
- Have an appreciation for the collegiate Oxford environment, and of the Higher Education sector and its challenges.

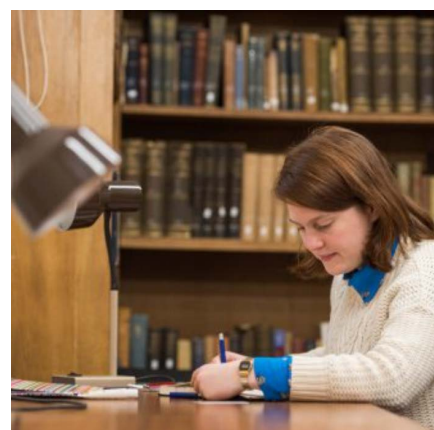






### Leadership competences

- Ability to set the tone and communicate a clear, compelling and distinctive view of the future.
- An empowering leader, able to delegate and tackle difficult issues openly, and with the humility to admit mistakes.
- Ability to build commitment and turn strategy into action, harnessing the varied perspectives across the College's community.
- Digitally savvy with the vision to see the transformative potential of new technologies on the College's community and stakeholders.
- Ability to establish priorities clear accountabilities providing strong financial and administrative oversight, to deliver ambitious goals.
- Comfortable taking decisions, recognising the needs of all members of the College community while focusing on agreed goals.
- Encouraging open discussion of different ideas and views, and welcoming feedback.
- Being sensitive to the College's needs: valuing all people and ideas, with an instinctive understanding of an academic environment and in particular the decision-making culture of a collegiate context.
- Ability to harness the College's members, alumni and stakeholders and the vision and imagination to leverage their influence.
- Serving the public good and advocating the values of the College's mission and objectives as a force for positive societal change.





# Recruitment process

## How to apply

To apply, please submit by **Monday 3rd May** a curriculum vitae along with a covering letter, setting out your interest in the role and details of how you match the required criteria.

Please include in a separate document the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is online at [www.odgers.com/82124](http://www.odgers.com/82124)

If you are unable to apply online please email your application to [82124@odgers.com](mailto:82124@odgers.com)

All applications will receive an automated response.

All candidates are also requested to complete an online Equal Opportunities Monitoring Form which will be found at the end of the application process. This will assist Regent's Park College in monitoring selection decisions to assess whether equality of opportunity is being achieved. Information collated from the Equal Opportunities Monitoring forms will not be used as part of the selection process and will be treated as strictly confidential.

## Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions,

religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your expressed consent to process this information. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, please contact [education.practice@odgersberndtson.com](mailto:education.practice@odgersberndtson.com)

## Queries

For a confidential conversation, please contact:

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