

Profile for a Member of the Executive Board



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October 2020

THE HAGUE
UNIVERSITY OF
APPLIED SCIENCES

Profile for a Member of the Executive Board

Administrative task

THUAS faces the challenge of improving the results regarding the quality of education and research. The objectives as formulated in THUAS' institutional plan, the educational vision and the research strategy determine the course. The university of applied sciences aims to increase the quality by promoting global citizenship, by further developing the international profile and establishing the organisation as a networking university of applied sciences. These ambitions are also included in the educational vision established in 2017, which includes three main principles:

1. Every graduate leaves THUAS as a global citizen;
2. Our education is characterised by inclusiveness;
3. Our education is activating, challenging and feasible.

The practice-oriented research at the university of applied sciences strengthens the education and the relations with the professional field.

Board

The Executive Board (EB) is three-headed and consists of a chair and two members. The EB has the ultimate statutory responsibility for the Stichting HBO Haaglanden and reports to the Board of Trustees (BoT). The members of the EB form a collegial board and are jointly responsible for every topic. The chair has the casting vote for a number of aspects. The EB is responsible for the development of strategic policy and corresponding planning for the faculties/degree programmes/research and supporting processes. The EB jointly addresses strategic, educational and corporate issues.

All members of the EB manage a number of faculty deans and service directors. The EB members have sufficient affinity with all portfolios to function as critical discussion partners for colleagues.

The focal areas of the Education and Research portfolio are:

- The quality of education and research;
- Internationalisation;
- Quality assurance;
- Research and innovation;
- Diversity and inclusiveness.

The focal areas of the Business Operations portfolio are:

- Finances
- Provision of information/technology
- Real Estate

Profile

The Executive Board member has the following:

- Managerial (board) experience with ultimate responsibility within an institution of higher education, preferably also in an international context;
- Experience with implementing and realising improvements in education. The candidate supports the chosen course for THUAS;
- Knowledge and vision of practice-oriented research within a university of applied sciences;
- Experience with applications and attaining external resources for the purposes of practice-oriented research;
- A relevant and preferably also international network or can build this up quickly;
- Demonstrable managerial qualities.

Competencies

Leadership (and educational leadership) - Provides direction and guidance to the organisation, with a permanent focus on improving the learning results of students by creating the right preconditions and encouraging collaboration, commitment and team spirit.

Knows how to make the organisation's mission and educational vision more concrete. Formulates clear long-term goals and gets staff members enthusiastic about these. Creates a clear link between the goals for education and research, and improving the learning results of students. Expresses the organisation's vision in a clear and inspirational manner and encourages contributions and interpretations from the organisational units.

Strategic management - Reflects on trends and developments and knows how to translate them into the future role and position of THUAS. Develops an inspiring and appealing vision for the future.

Formulates the strategy. Integrates information and developments in the strategy. Views matters from a completely new perspective and outside the box. Develops a strategy and expresses a commitment to the strategy at all times.

Focus on results - Constantly pursues results and continuous improvements.

Pushes the boundaries. Formulates specific performance goals that go beyond the existing standards and require change. In doing so, takes calculated risks and accepts uncertainties regarding the chances of success. Establishes challenging but realistic goals. Commits to delivering unique performances.

Impact - Convinces others of a specific viewpoint in order to obtain support and consent for certain plans, ideas or products.

Is experienced with and capable of dealing with complex situations. Builds coalitions and ensures support in order to convince others of their viewpoint.

Relation management - Builds and maintains relevant internal and external (long-term) relationships.

Develops networks. Builds networks with various goals. Brings people in contact through various networks.

Result areas

The following result areas apply to all members of the Executive Board:

Statutory management

- Assumes managerial responsibility and acts as the statutory manager of Stichting HBO Haaglanden.

Strategy

- Assumes responsibility for the development of strategic policy and corresponding planning for the faculties/degree programmes/research and supporting processes.
- Jointly addresses strategic, educational and corporate issues.

Education and research

- Assumes responsibility for (and safeguards) frameworks for the education and research programmes, and for the structure of education and research organisation.

Business operations and finances

- Assumes responsibility for an adequate planning and control cycle and integral quality assurance system.
- Assumes responsibility for timely availability of the necessary facilities and services to carry out the required tasks.
- Assumes responsibility for efficiently achieving goals and safeguarding continuity.

Management

- Manages (a number of) deans and directors.
- Assumes responsibility for optimal collaboration and synergy between the central services, the education in the faculties and the research in the Centres of Expertise.

Position within the organisation and sector

- Assumes responsibility for a recognisable profile in relation to the organisation and professional practice.

Inclusive organisational structure and diversity

- Assumes responsibility for an inclusive organisational structure. Assumes responsibility for making optimal use of and increasing the diversity within the organisation.