

# Position Specification

University of Luxembourg

Vice-President Research

## Introduction

This specification should be read in conjunction with information on the University of Luxembourg's website <http://www.uni.lu/>.

### University of Luxembourg

The University of Luxembourg aspires to be one of Europe's most highly regarded universities with a distinctly international, multilingual and interdisciplinary character. It fosters the cross-fertilisation of research and teaching, is relevant to its country, known worldwide for its research and teaching in targeted areas, and is an innovative model for contemporary European Higher Education.

This is the beginning of the University of Luxembourg's vision statement - and it is at the same time part of Luxembourg's vision as a country investing in knowledge, research and innovation.

The University is the motor of the national system of knowledge and innovation: it has 6,153 enrolled students, and some 1,770 staff, including 250 academics, from all over the globe. It has partnerships with 78 universities worldwide, and these inform the character of the University. In addition, bachelor students study at least one semester abroad; cross-border, bi- or tri-national bachelor and master degrees are part of the offer; and some 650 PhD candidates work towards a PhD degree, including some students which will be obtaining a joint or double PhD degree.

Today, after over ten years of intense effort, the University is:

### *An internationally relevant research University*

- It has three academic faculties devoted to first-rate teaching and research: the Faculty of Science, Technology and Communication; the Faculty of Law, Economics and Finance; and the Faculty of Language and Literature, Humanities, Arts and Education.
- It also has three interdisciplinary centres, which foster research excellence and knowledge transfer: the Interdisciplinary Centre for Security, Reliability and Trust (SnT), the Luxembourg Centre for Systems Biomedicine (LCSB) and the Luxembourg Centre for Contemporary and Digital History (C2DH).
- Students are drawn from 115 countries, and academic staff from over 20 countries.
- English, French and German are all used at the University. This underscores its position at the heart of Europe, as does the presence of secondees from European institutions.
- In 2015, the University of Luxembourg raised €43 million of external research funds derived from funds of the European Union, the National Research Fund of Luxembourg, endowed chairs, industry and other partners. In the same year, its researchers published a total of 1,139 scientific works. With 282 PhD degrees awarded, doctoral research contributes strongly to the research output as well.
- Interdisciplinarity is gradually becoming a dominant feature of research activity. Exemplary of this are three interdisciplinary centres (SnT, LCSB and C2DH), a FNR PEARL grant combining chairs in Sociology and Economics, the chair funded by satellite operator SES in Space law, as well as cross-disciplinary teaching modules for our students.

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***A University well connected to the society and to the business of Luxembourg, contributing to the country's future***

- The University is also engaged in the social sciences. It is home to UNESCO Chair in Human Rights. It also hosts a large number of conferences, lectures, and debates open to the general public and a summer university for secondary school pupils. It carries out contract work for different ministries and several research projects are supported by a variety of organisations.
- Partnership with the business world has played a major role in the University's development. It now has eight chairs. Several banks (such as Deutsche Bank) as well as several companies (such as Arcelor-Mittal) finance research. Many of the MA students and PhD candidates undertake their thesis in close collaboration with an industrial or business partner, and are often co-financed by the company. The University has 860 adjunct staff involved in teaching, with many coming from the business world.

Fourteen years after its foundation, the University of Luxembourg is an internationally relevant European research university. Its particular dynamism comes from its highly motivated academics and their pioneering spirit.

The University conducts both fundamental and applied research. This supports both economic and social innovation in Luxembourg. The Grand-Duchy has all the elements required for a knowledge-based society: a highly qualified workforce; access to capital; and access to a network of public and private research institutions. These interactions contribute to a permanent transfer of knowledge to the economy and society.

The University has recently appointed a new President, Prof. Stéphane Pallage, who will take office as of January 2018.

**The Role**

The University of Luxembourg is seeking to appoint a new Vice President, overseeing all research-related activities of the university. Reporting to the President, the Vice President Research will have a decisive and forward-looking role in defining the vision and strategy for the institutions' research activities. As a member of the senior management team, s/he will provide the strategic leadership for the research activities across all three academic faculties (the Faculty of Science, Technology and Communication, the faculty of Law, Economics and Finance and the Faculty of Language & Literature, Humanities, Arts and Education) and three interdisciplinary centres (Systems Biomedicine and Security, Reliability and Trust, Contemporary and Digital History). In addition, key responsibilities include evaluation and improvement of research quality and helping to secure overarching and individual funding. The candidate will also be an ambassador for the organisation and represent it in national and international research-orientated communities. This role is crucial to the University's evolution as a world-class research-led institution.

Candidates should demonstrate the ability to work both "up, down and across" the organisation and bring the empathy and sensitivity to build constructive relationships with academic and managerial colleagues across all faculties and centres. They should have the stature and the credibility to build and maintain a wide range of internal and external relationships with research communities, industry

players and the government, promoting the University's excellent research and enhancing its reputation. Furthermore, they should bring a performance-oriented working style and innovative and visionary thinking with regard to strategic planning activities.

***Concrete responsibilities of the vice president include:***

- Under the authority of the President and together with the Heads of Faculties and Interdisciplinary centres, develop a cohesive and impactful international research vision and agenda, and advance the University of Luxembourg brand internationally;
- Reinforce and consolidate existing interdisciplinary initiatives, as well as motivate and facilitate new ones, also taking into account funding opportunities;
- Secure funding for the university's research activities and providing support to the universities' researchers in accessing grants and third-party funds;
- Evaluate the quality and output of research activities across disciplines, ensuring regular measurement and publication of key quality indicators;
- Identify improvement areas throughout research processes at the university and act on them with adequate measures;
- Represent the University of Luxembourg in several national and international research committees, such as the committee of all public research centres in Luxembourg;
- Cooperate with the Fonds National de la Recherche (FNR), Luxembourg's national research funding agency;
- Represent the University of Luxembourg in international scientific communities and organisations;
- Serve as a catalyst for research innovation at University's level;
- Establish and maintain excellent relations to relevant industry players, building reputation of the university, initiating cooperation and funding where appropriate ;
- Lead the Research Support Department;
- Head and coordinate the ethical committee of the University;
- Oversee activities to prevent and identify scientific misconduct.

**Essential Skills & Experience**

The ideal candidate will bring an excellent track record and reputation for scholarship and research and will have experience in working within a senior management team in an academic or research institution.

In more detail, candidates will bring the following skills, experience, and essential competencies:

- PhD and/or MD degree and professorship with a strong academic track record;
- Excellent understanding of differing international university systems, ideally working experience in several international academic institutions;
- Relevant experience in leading research-driven departments or academic institutions;
- Experience in leading in an innovative, growing and adaptable environment;
- Experience in quality management;
- An innovative, team-orientated and dynamic working style and the ability to build and mentor diverse and multi-disciplinary teams across different faculties;
- Outstanding interpersonal skills, an innovative and creative mind-set as well as the ability to create and communicate a vision and strategy are essential;

- Ideally the candidate is fluent in English, French and/or German, any other language being an advantage;
- A clear commitment to international collaboration will complement a flexible, results-orientated and engaging working style.

## **Other competencies**

The successful candidate will also possess:

### **Leading Teams**

- Experience of managing a large scale, complex organisation, with the ability to hire outstanding people, delegate, establish boundaries, and further an environment of collegiality;
- Demonstrable experience in identifying and removing barriers to the creation of an equitable, diverse, and inclusive working environment;
- The ability to be an integrating factor for the whole University and foster the development of all its components, open to interdisciplinary approaches;
- Exceptional management skills of people, finances and systems, with a proven capacity to motivate and lead an multi-disciplinary management team to achieve organisational goals;
- Team-building ability, the capacity to instill a culture that values measurable achievement, mutual support, and compliance with organisational processes
- A facilitative approach that enables effective delivery with and through colleagues.

### **Setting Strategy**

- Strength of purpose and vision with a track record of devising and delivering innovation, transformation, and change, while respecting tradition in a complex environment and through successful consensus-building;
- A strong analytical mind and the ability to grasp the nature and direction of the University's strategy and help shape it in the future;
- The capacity to work collaboratively with the President and the management team in the development and articulation of the University's vision and on its translation into tangible results and longer term impact;

### **Executing for Results**

- A clear focus on organisational goals amid multiple competing risks and demands, and a capacity to prioritise effectively in order to deliver results;
- An ability to make difficult decisions when required on organisational development, balanced by experience in constructive engagement with staff on change management processes and their value to the organisation as a whole;
- Understanding of and an ability to lead strategically on resource mobilisation activities.

**Relationships and Influence**

- Experience as the senior ambassador of a major institution, including representing a variety of views and opinions fairly and delivering compelling and inspiring speeches for internal and local, national, and international audiences;
- Understanding of the relevance of the University for the country;
- Strong public-speaking and influencing skills;
- Presence, gravitas, and empathy;
- An ability to engage and operate effectively at the highest political levels.

**Other Relevant Information**

The mandate of the Vice-President is for five years and is renewable.

The University offers a competitive and appropriate salary, part of which is performance-based.

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**How to Apply**

To apply, please send a full CV together with a supporting statement, briefly highlighting your experience and skills against the requirements of the role, to [responses@russellreynolds.com](mailto:responses@russellreynolds.com) including the reference number 1710-008BL and the job role in the subject title. All applications will be acknowledged.

The closing date for the receipt of applications is December 15<sup>th</sup> 2017

**Contact**

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