

RECTOR RECRUITMENT CANDIDATE PROFILE

February 29, 2024

The General Assembly of Part Owners and Governing Board of the European Humanities University (EHU) announce an international search for the position of Rector.

EHU provides students from Belarus and the region with a liberal education in a free and democratic environment. EHU was founded in Minsk in 1992. Since 2006 EHU has operated in exile in Vilnius with the status of a European Union-based private non-profit university accredited by the Government of Lithuania. EHU's financial resources come from tuition fees and international donors. Adhering to Bologna Process principles and occupying an important intellectual space in the geographical and intellectual transition zone between Eastern and Western Europe, EHU is committed to humanities and liberal arts education as the essential foundation for the civic and professional lives of citizens and for the development of inclusive and creative democratic societies.

EHU's mission is to provide students the opportunity to expand their horizons while staying in close touch with their homeland and preserving their cultural identity. University students and faculty take an active part in cross-border higher education activities, international research projects, and conferences across Europe.

Profile

The Rector is an experienced academic with an established record of accomplishment in senior management of higher education and research programs. The Rector provides the university with strategic leadership, oversees the university's operational and change management processes, upholds academic standards and strengthens the university's reputation, builds financial support for the budget through fundraising, directs the university's external relations at the local and international levels, and mentors staff and students. The Rector demonstrates outstanding leadership qualities and superior interpersonal skills, is able to make time-bound and well-considered decisions in the interest of the university – its academic community, students, faculty, and external stakeholders. The Rector strives for excellence and embodies the highest standards of personal integrity and intellectual endeavor. The Rector reports to the Governing Board and the General Assembly of Part-Owners.

Key Responsibilities

The Rector has supervision over and direction of the operation of EHU as set out below:

- Leads the development and implementation of a vision to advance EHU as an exceptional institution that maximizes the creative and academic potential of students, promotes academic excellence and critical thinking, and applies European values to accelerate civil society development through humanities and liberal arts education.

- Directs the execution of an ambitious program of change and development defined by the EHU Plan of Action 2021-2026, which aims to consolidate EHU's reputation for high-quality learning and teaching and to expand the university's activities in the sphere of research, innovation, and outreach.
- Leads fundraising initiatives and advancement campaigns to develop diversified income streams that secure the long-term financial viability of the university and advocates externally with donors, institutional partners, governments – particularly those Lithuanian ministries charged with financing and accrediting the university – and with domestic and international higher education organizations.
- Builds a senior executive team committed to working with the entire EHU community in fulfilling the vision, goals, and priorities necessary to ensure the long-term sustainability of the university; maintains strong relationships with the Governing Board, GAPO, and the EHU Trust Fund in executing operational oversight and fiscal management; and ensures academic departments and administrative units are structured and operated in a manner that promotes alignment among students, faculty, the Senate, and the rectorate and encourages the efficient functioning of the entire institution.
- Fosters a culture that attracts and retains capable students and high-caliber faculty to promote the academic success of students and the advancement of excellence in teaching, research, and public service and opens EHU to the world by attracting more international students, faculty, and partnerships.
- Encourages and leads the development of research excellence and, where relevant, undertakes initiatives to promote research, innovation, and enterprise to act as a catalyst for the Belarusian and regional economies while engaging with civil society, social partners, and businesses in Belarus and throughout the region.
- Models the spirit, values, and integrity of the university in championing its academic mission, social impact, and institutional growth.

Key Qualifications

A successful Rector of EHU will operate with transparency in actions and decision-making, will be open to change and new ideas, will be accountable to all stakeholders for personal actions and the performance of the university, and will be accessible to the entire EHU community – students, faculty, administrators, donors, and partners. The Rector must have excellent management and interpersonal skills, be fluent in English with a good working knowledge of Russian – knowledge of Belarusian or Lithuanian are considered an advantage – and have a thorough grasp of the political and cultural context of higher education in Central and Eastern Europe, preferably with direct experience in education and academic administration in the region. The key professional and personal qualifications are summarized as follows:

- Professor or equivalent in a relevant academic field.
- At least five years of experience in teaching and research at a college or university, preferably in the field of humanities and social sciences, including relevant experience in international collaboration, PLUS at least five years of management or senior leadership experience with a college or university.
- Experience in working with EU structures and individual governments in Europe and good knowledge of the European university sector.
- Exceptional leadership, judgement, and decision-making skills; ability to delegate and to run the university as a facilitator of its sustainable development in accordance with the university's objectives, agreed plans, timelines, and budget.

- Excellent interpersonal and intercultural capabilities, with the ability to listen, lead, manage, and motivate diverse and complex international teams and to understand other peoples' personality, motivations, and skills.
- Strict adherence to the values of the university in exile and principled resistance to collaboration with any individual, agency, or organization demonstrably involved in political repression or aggression against sovereign states.
- Demonstrated experience in raising financial support for projects and institutions and ability to cooperate with donors including governments, development agencies, foundations, businesses, and individuals.
- Strong, charismatic, and inspiring character able to work closely with all elements of the EHU community to build engaged and collaborative networks within and beyond the region while ensuring EHU's crucial role within its academic ecosystem.
- Deep belief in the power of education to effect societal transformation and an understanding of the unique potential of EHU both to deliver a first-class education to students from Belarus and throughout the region and to launch a new generation of intellectually curious and socially active citizens.

Terms and Conditions [To be further revised]

- Term of contract: Five years
- Attractive remuneration package, potentially including contribution to pension scheme; health insurance; reimbursement of housing (if non-resident at hiring); reimbursement of school fees; travel expenses
- 40 hours per week; 40 days of paid annual leave
- Motivational incentives depending on fulfilment of KPIs

The selection process may include a competence and personality assessment by an externally contracted human resources assessor. Start date of assignment to be determined.