



**UNESCO-IHE**  
Institute for Water Education

**UNESCO-IHE Institute for Water Education** offers graduate education in Delft, The Netherlands, and carries out research and capacity development projects all over the world. The mission of UNESCO-IHE is to contribute to the education and training of professionals and to build the capacity of sector organizations, knowledge centres and other institutions active in the fields of water, the environment and infrastructure in developing countries and countries in transition.

UNESCO-IHE has a permanent staff of 194, of which 106 are scientific staff, while about 250 guest-lecturers from academia and industry contribute to the educational programme. Each year 750 participants (incl. about 200 new MSc students per year) from all over the world attend the various regular and short courses at UNESCO-IHE. The Institute has an international staff, PhD Fellow and MSc student community with English as the working language. Furthermore the Institute is fully embedded in the Dutch Higher Education System and is closely linked with the UN, UNESCO and the Dutch water sector.

## **RECTOR (m/f) – 1.0 FTE**

### **Position of Rector**

The Rector is the chief academic and administrative officer of UNESCO-IHE Institute for Water Education and the Chair of the Rectorate. As Chair of the Rectorate he or she leads the Institute and is first and foremost responsible for overall policy and organizational continuity. The Rector is accountable to the Foundation Board on all matters regarding research, teaching, projects and resources and delegates day-to day management responsibility to the Vice Rector, the Business Director and the Department Heads.

The Rector upholds and strengthens the global role of the Institute by providing vision and leadership in anticipating and responding to global developments, changing societal demands and new technological and political opportunities. He/she is the ambassador of the Institute, particularly regarding its funding and capacity development tasks. The Rector promotes the learning capacity of the Institute by enhancing its sensitivity and willingness to adapt to signals of change, didactically and in technical and societal aspects of the water sector, both from inside and outside. Lastly, the Rector ensures that the knowledge base and educational methods of the Institute are up-to-date and further developed, in order to maintain high academic standards.

### **Tasks and responsibilities**

The new Rector

- is responsible for providing leadership to the Institute, its staff and students and stimulates the teambuilding process within the Institute and between the Institute and the outside world;
- strengthens the national and international impact of the Institute by formulating and implementing the strategy in a sustainable manner that corresponds with UN and UNESCO's mandate in general and with UNESCO's Natural Science sector in particular, addressing the needs of UNESCO Member States, the Dutch Government and the Dutch Water Sector;
- leads the Institute into a new phase as a Dutch International Institute for Higher Education with strong ties to and relations with UNESCO;
- leads the development of effective research, education and business plans in line with the vision and strategy to secure the necessary support and funding; monitors their implementation and makes the necessary adjustments to ensure their effective implementation;
- represents the Institute externally and takes the lead in branding, marketing and fundraising and pro-actively deals with policy developments and changes in funding policies relevant to the Institute's activities;

- strengthens the position and impact of UNESCO-IHE within relevant political, administrative and water sector networks in the Netherlands, while maintaining its strong relations within international development-orientated institutions and with other potential sponsors and donors, including at EU-level and international organizations;
- will work closely with and lead contributions of the Institute to the activities of the International Hydrological Programme of UNESCO, UN World Water Assessment Programme, UN Water and the network of UNESCO Centres and Institutes and UNESCO Water Chairs in a coordinated manner;
- will develop and maintain active relationships with members of the relevant boards of the Institute and of UNESCO, and promote their proactive participation in solving the major challenges facing the Institute. He or she works on productive working relations of management and staff at various levels with UNESCO, the Government of the Netherlands, UNESCO Member States, international financial institutions, universities and research institutions, the private sector and other sectors of civil society to ensure the recognition, status, as well as the financial stability and sustainability of the Institute.

### Qualifications and experience

#### The Rector

- has proven management skills in research management and educational organization and has the respect of a wide constituency, including professionals in the field of development studies, academics, administrators and relevant other stakeholders;
- has proven to be able to lead and inspire professionals. Thinks and acts primarily from a strategic perspective but has the ability to turn strategy into practice. Knows how to deal with situations of conflicting interests and does not hesitate to take unpopular decisions;
- is an accessible team player with excellent interpersonal skills and the capacity to provide intellectual leadership to guide the staff and the student community and to motivate teams in a multicultural environment;
- has a relevant academic reputation and a good insight into the world of international education in relation to international cooperation and relevant (inter)national policy developments;
- has significant working experience in and with developing countries and countries in transition and is experienced in working with the United Nations, European Union, international funding and technical assistance organizations and agencies, including access to networks for other relevant fundraising;
- is experienced with working in the political environment of Dutch ministries and United Nations agencies, including the ability to lead complex negotiations with diplomacy and tact;
- is expected to be fluent in English and Dutch and to have a thorough knowledge of the Dutch academic and policy worlds.

### Working conditions

This position is, in principle, a permanent one. Following two consecutive temporary contracts, candidates will be considered for a permanent contract after 2 years. The position is based in Delft, The Netherlands. A competitive salary following the Collective Labour Agreement of Dutch Universities (CAO-NU) salary scales 18/H1, 2016, is offered, depending on qualifications and experience in accordance with the conditions of employment for Dutch Universities. The appointment implies entry into the Netherlands' Civil Service Pension Fund (ABP).

### Procedure

The Foundation Board of UNESCO-IHE is being assisted in this procedure by Pieter Cortenbach of Vanderkruis, partner in executive search. Prospective applicants are requested to send a current CV and motivation letter before **November 30<sup>th</sup>, 2016** to [unesco-ihe@vanderkruis.com](mailto:unesco-ihe@vanderkruis.com). For more information you can also contact Pieter Cortenbach or his personal assistant Eva Dankers at +31 (0)30 820 0062. Please be aware that you will receive a letter of acknowledgement within one working day. Please contact our office if you do not receive this letter.

An assessment may be part of the procedure.