



CHURCHILL COLLEGE, UNIVERSITY OF CAMBRIDGE

Election of Master



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Executive Summary

Founded in 1960, Churchill College is a welcoming, collegial and diverse community of circa 900 students, 250 academics, including Fellows, and 160 staff, based across the largest single site of all Cambridge Colleges.

Open, friendly, progressive and outward-looking, the College pioneered the entry of women to all-male colleges. Year on year, the College maintains one of the highest state school admissions percentages amongst Cambridge Colleges.

The College's foundation specifies a focus in STEM, with 70% of students studying subjects in these fields, alongside a thriving community in the arts, social sciences and humanities. The College seeks also to develop links between academia, business and the professions.

Following the tenure of Professor Dame Athene Donald FRS, the College invites applications from outstanding candidates to fill the role of Master from October 2024. Candidates should possess an eminent record of leadership and achievement in their field. They should be dedicated to furthering the College's aims and ideals, with a deep affinity for its educational mission and for supporting the highest levels of research and education. They should also have the ability to lead Churchill College with vision, inspiration and ambition, supporting the College in this next phase of its history.



About Churchill College

Churchill College is one of the thirty-one Colleges of the University of Cambridge. It was founded in 1960 as a national and Commonwealth memorial to Sir Winston Churchill. Situated just outside the city centre on a superb circa 50-acre site, it is an academic community of around 500 undergraduates, 400 postgraduates, 150 Fellows, 100 By-Fellows and 160 non-academic staff. This community extends to more than 10,000 alumni worldwide.

The College provides tuition to its undergraduate students in the form of 'supervisions', Cambridge's distinctive small-group teaching system, as well as academic guidance, pastoral and welfare support and academic and social facilities. For both students and Fellows the College offers an environment strongly conducive to scholarship and research of international importance, and a social as well as intellectual body.



About Churchill College

History and Mission

At its creation, the College was dedicated to three special purposes, to which it remains committed:

- A focus on science and technology, with a statutory requirement that 70 per cent of its students and academic staff are in the fields of natural or medical sciences, engineering or mathematics. This is richly complemented by the 30 per cent dedicated to the arts and humanities.
- An emphasis on postgraduate education, with a statutory requirement that approximately one-third of its students study for master's or doctoral degrees.
- An emphasis on visiting fellowships, with a scheme of Overseas Fellowships and By-Fellowships which has brought hundreds of distinguished scholars to Cambridge from around the world.



The College has five further defining characteristics:

- It was the first men's College to decide to admit women. Since then, it has continued to promote women's participation in Higher Education, particularly in STEM subjects.
- It has pursued a meritocratic policy in undergraduate admissions, such that about three-quarters of its intake comes from schools in the state sector.
- It became the home of the Churchill Archives Centre, housing the papers of three of the major British Prime Ministers of the twentieth century as well as 600 further collections from the Churchill era and after, relating to politics, science, social science, diplomacy and military history.
- It established the Møller Institute, committed to continuing professional development and building bridges between academia, business and the professions. Situated on the College site, this offers training, conference facilities and accommodation in a purpose-designed building provided by the Danish entrepreneur, Mærsk Mc-Kinney Møller, in 1991.

About Churchill College

Community

Churchill College is a welcoming, friendly, diverse and unpretentious environment with a world-renowned commitment to academic excellence, innovation and leadership.

Members of the Fellowship come from a wide range of disciplines, cultures and stages in their academic careers. They make a significant contribution to the teaching, governance, social and pastoral life of the College, which in turn provides the opportunity for interdisciplinary interaction, space to work and in some cases a place to live.

Estate

Churchill College occupies the largest single site of all the colleges, close to the University's new developments at West Cambridge and Eddington. The grounds of circa 50 acres include the College's extensive sports and recreational facilities, including pitches, indoor and outdoor courts, exercise studio, gym and rehearsal rooms. The Dining Hall has a capacity of over 400, and the Buttery, which is centrally located off the main concourse, provides a social space day and night for the whole community. As well as the striking brutalist architecture, the College stands out as both an entirely open site and one containing almost all of the College's accommodation. There is a graduate 'village' at the top of the site which includes distinctive family accommodation and there are several houses along Storey's Way which link into the College grounds through their gardens. The College provides housing for all undergraduate students, including extensive en-suite accommodation, which is also used heavily for commercial conferences during the vacations.

The College is currently undertaking an exciting programme of sustainability development, including renovations of the graduate houses, the installation of an extensive solar array across the site, and plans for ground source heating, which will eliminate the College's natural gas usage entirely by 2030. A master-planning exercise for the north side of the site, including the Churchill Road, is currently under way. This will set out our ambitions for the development of the area for the coming decades and facilitate the installation of the infrastructure needed for the decarbonisation programme.



About Churchill College



Fundraising and Development

The College has an engaged and supportive alumni community of over 10,000 globally. In 2020 it launched its Think Forward campaign, sixty years after the College's foundation, in order to add at least £60 million to the endowment by 2030.

The Think Forward campaign's aims are to secure long-term funding to continue to attract the best minds to the College and to sustain an environment where the highest academic standards can be achieved for the next sixty years and beyond. The campaign looks forward in the spirit of the College's foundation to further learning, teaching and research by securing endowed funding for undergraduate bursary support, for postgraduate studentships and teaching, and for unrestricted endowment and site development.

Over £14 million has already been donated to Think Forward since its launch. More information on the campaign can be found [here](#).

Finances

Before the pandemic the College's consolidated annual income was over £20 million, generating a small operating surplus each year. Whilst the economic landscape has been challenging, the College is recovering back towards that position, maintaining our diverse income streams. These principally derive from an endowment of around £100 million, fees, commercial and subsidiary trading, as well as fundraising. The endowment has grown considerably over recent years and the Think Forward campaign targets its continued growth. The full accounts are available to view [here](#).



The Role of the Master

The Master of Churchill College will have a strong commitment to the values of the College and of academe, inspiring the students and Fellows to take an active interest in learning and scholarship within the College. They will oversee the College's democratic self-governance by chairing major committees such as the College Council and the Governing Body. The Master will work closely with senior staff in the College's management and guide the development of its long-term strategy.

The Master will promote cohesion among the Fellowship, students and staff of the College, and provide guidance where needed to the Fellowship on a range of issues, facilitating good decision making and supporting appropriate responses to wider societal and cultural shifts. Churchill College sustains a significant breadth of cultural and sporting activities, and the Master will also lend visible support to these and the wider programme of events that make up College life.

Sitting at the heart of the College, the Master will represent the College's interests and ethos to the wider world, including alumni, benefactors, politicians, the local community, academics globally and society at large. They will support Churchill College's commitment to building bridges from academia to business and the professions by maintaining and further developing the College's links with industry, business, and the arts.

In addition, the Master will play a key role in fundraising, which is essential to supporting the College's future development. This will involve some international travel and events, and the elected Master must be comfortable hosting social and academic events for the benefit of the College.

They will also play a role in the greater Cambridge University environment and higher education world, and maintain liaison between the College and the University, including as a member of the Colleges' Committee (the liaison body of the Heads of Colleges).



Person Specification

The College is seeking to appoint a dynamic and inspiring Master who is highly accomplished in their chosen field and has demonstrated successful leadership in their career.

The successful candidate will share our ethos of academic excellence and be committed to promoting a welcoming and inclusive community.

Experience

It is essential that the successful candidate possesses the following:

- A distinguished record of achievement in their chosen professional or academic field;
- Proven experience of leadership, including chairing of committees and sufficient managerial ability and financial acumen to oversee the College's affairs (specialist financial knowledge is not required);
- A track record of promoting inclusion and diversity.

It is desirable that the candidate should also possess:

- Knowledge of the UK Higher Education sector and the challenges facing it;
- Experience of engaging and working with young people;
- Experience of representing an institution externally, and a proven ability to act as an ambassador for an organisation;
- Experience of participation in or willingness to engage in fundraising and development work.

Personal capabilities and qualities

In addition it is expected that the Master will have:

- The intellectual and professional credibility to command the respect of the Fellowship and the broader College and University community;
- An interest in the breadth of academic activity in which members of the College are involved;
- A serious commitment to innovation, openness, inclusivity, diversity and excellence;
- The ability to develop, through consultation with others, a strategic vision for the College and to communicate this effectively;
- An inclusive leadership style, together with an ability to chair meetings effectively, in a way that encourages productive debate, manages conflict and reaches clear decisions;
- A sense of fairness and integrity, with a willingness to listen, learn and communicate;
- An engaging public speaking style with the flexibility to address a range of audiences appropriately;
- A genuine interest in cultivating relations with Fellows, students, staff, alumni and benefactors and engaging in and hosting events.

Terms of Appointment



Lodgings

The Master is required to live in the College or in College-approved accommodation during at least two-thirds of the University Term, unless absent on College or University business. The Master's Lodge (on the main College site) is furnished and provided free of rent, property-based taxes, utilities costs, and agreed specification of internal decoration. There may be a small tax charge in relation to services provided. The Master's Lodge is regularly used for entertaining members of, and visitors to, the College.

Term of Office

The Master is appointed for a single fixed term, agreed in advance, of up to 8 years.

Hours of Work

This is expected to be a part-time post of at least 0.5 FTE. The College recognises that applicants for the post will have a range of other interests and commitments, but the Master is expected to make the appointment their first endeavour. This includes being present in College substantially during term time, with a greater degree of flexibility outside of term.

The Master will be expected to work such hours as are necessary to discharge the duties of the post (this will involve regular evening and weekend working, especially during term).

Salary

The salary on appointment will be in the Professorial range and will be kept under periodic review by the College's Remuneration Committee. This is within the top quartile salary of heads of house across the University. Salary will be pro-rated to reflect the time commitment agreed between the College and the successful candidate.



Appointment Process and How to Apply

Churchill College, Cambridge has retained the services of executive search firm Perrett Laver to assist with this appointment.

For a confidential discussion about the role, please contact James Ingram at Perrett Laver via James.Ingram@perrettlaver.com or +44 (0)20 7340 6253.

Applications should consist of a CV and supporting statement which includes a brief overview of your experience with relevance to the personal specification as well as an indication of the reasons for your motivation and interest in the opportunity.



Completed applications should be uploaded at <https://candidates.perrettlaver.com/vacancies/> quoting reference number **6435**.

The closing date for applications is 23:59 GMT on Monday 20th March 2023.

Longlisted candidates will be invited for an initial interview with Perrett Laver during the weeks commencing 3rd April to 17th April. Shortlisted candidates will be invited to visit the College for final-stage visits and interviews between mid-May and early June.

Perrett Laver General Data Protection Regulation Statement

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR), Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights and our approach to Data Protection and Privacy, please visit our website: <http://www.perrettlaver.com/information/privacy/>



One Embassy Gardens
8 Viaduct Gardens
London
SW11 7BW
UK
t: +44 (0) 20 7340 6200



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