



EUROPEAN
UNIVERSITY
ALLIANCE

Appointment of Secretary General

November 2024



AMERICAS ASIA PACIFIC EMEA

Contents

- 03** Executive Summary
- 04** About 4EU+
- 08** 4EU+ Members
- 12** 4EU+ Organisational Structure
- 13** Key Responsibilities and Characteristics
- 15** Appointment Process and How to Apply





Executive Summary

The 4EU+ European University Alliance is a consortium of eight leading European research universities that are home to over 300,000 learners, 23,000 academic staff and 26,000 administrative staff. The eight members of 4EU+ are large, well-established, comprehensive, public European research universities which include Charles University, Heidelberg University, Paris-Panthéon-Assas University, Sorbonne University, University of Copenhagen, University of Geneva, University of Milan, and University of Warsaw. They are among the top institutions in their respective countries.

As part of the Executive Board, the Secretary General supports the strategic leadership of the Alliance – Governing Board and Management Committee – and plays a pivotal role in the execution and monitoring of the Alliance's yearly activity plan. Based in Brussels, the postholder reports to the 4EU+ Governing Board and works closely with the various groups of the Alliance and is accountable for the overall success of the association. The Secretary General oversees the projects coordinated by the General Secretariat, such as 1CORE.

The Secretary General is responsible for securing adequate funding to support the Alliance's long-term sustainability and is the primary representative for the Alliance in connecting 4EU+ to the broader European Higher Education network and its reach internationally. This is a highly visible and important position for 4EU+ that requires an individual with outstanding leadership and excellent senior management experience at an international level. The successful candidate should have demonstrable experience working on a par with university leaders and exhibit strong stakeholder management abilities, along with commitment, excellent interpersonal skills, and outstanding communication capabilities.

About 4EU+

The 4EU+ European University Alliance is a transnational strategic association of Charles University in Prague, Heidelberg University, Paris-Panthéon-Assas University, Sorbonne University in Paris, the University of Copenhagen, the University of Geneva, the University of Milan, and the University of Warsaw. The cooperation, originally called 4EU, was founded in 2018 by Charles University in Prague, Heidelberg University, Sorbonne University in Paris and the University of Warsaw, and expanded in October 2018 under the name 4EU+ to include the universities of Copenhagen and Milan. The University of Geneva has been a member of the Alliance since August 2022 and Paris-Panthéon-Assas University joined in July 2023. The partnership grew out of the idea of a European university based on academic freedom and autonomy that wants to offer equal access to education.

4EU+ is dedicated to driving societal change by tackling current and future challenges, such as digitalization, climate change, migration, the energy crisis, and security in Europe. Our goal is to develop sustainable and positive solutions while empowering students to take on social responsibility, engage as active European citizens, and make a meaningful impact on society. This mission is supported by a strong foundation in research, teaching, and innovation.

Vision

The 4EU+ Alliance has one vision: to create one comprehensive research-intensive European University through a new quality of cooperation in teaching, education, research and administration. All our activities build on academic freedom and autonomy, ensuring a student-centred, fairly accessible and participative education.

To build this one comprehensive research-intensive European University, the 4EU+ Alliance will focus on three main ambitions:



Boost meaningful mobility

Better integrating our curricula and making mobility seamless for students in terms of education and employment prospects.



Develop a common challenge-based framework for education

Designing flexible learning paths and ensuring graduates have 21st-century skills that combine research-based education, diverse language skills and a strong global and European outlook.



Increase inclusiveness and balance at a European level

Redressing inequalities in university capabilities to continually develop eight strong institutions striving together towards one common vision.

Values

very aspect of our cooperation is grounded in the following shared core values:

- Research and Education excellence
- Academic and research freedom
- Democratisation of education
- Interdisciplinarity
- Inclusion

Together, our eight comprehensive universities strive to equip the next generation of citizens with the skills needed to face and solve global challenges. Strongly embedded in our local territories and sharing European values with a global outlook, we are committed to lead by example in creating barrier free synergies and cooperation in learning, research and innovation.

About 4EU+

Flagships

The 4EU+ Flagships are thematic areas that form the basis for interdisciplinary cooperation in research, teaching, and innovation between the eight member universities. The Flagships initiate and realize a wide range of activities within the Alliance, including joint research projects, joint study programmes, academic conferences, courses for students and doctoral candidates, as well as summer and winter schools. The four Flagships focus on issues that play a key role in finding solutions for topical global challenges.

Each Flagship is led by a Programme Committee (FPC), which coordinates the activities of the respective thematic area and oversees the development of mutual goals. Members of the FPCs define focus topics, discuss overall questions, and function as key contact persons for Flagship-related activities within their universities. The four FPCs exchange good practices, discuss challenges, and promote further cooperation between subjects and disciplines.

Flagship 1 - Urban Health & Demographic Change

Flagship 1 Urban Health and Demographic Change addresses major societal challenges related to health and well-being, demographic transitions and urban environment. An international community of researchers and academics from various medical and social science disciplines focuses on education and research activities on issues such as physiology, cancer, psychology, global health studies, urban studies, demography, geography and economics. The teaching and learning methods draw on innovative pedagogies to provide educational pathways that offer high-quality, research-based education, while fostering shared values, skills and competences, and open opportunities for learning pathways that allow students flexible choices from diverse educational activities.

Flagship 2 - Europeanness: multilingualism, pluralities, citizenship

Flagship 2 brings together researchers academics from various disciplines in the humanities, with the aim of providing a comprehensive understanding of the concept of Europeanness. This umbrella term is used to cover both institutional and grassroots perspectives, as well as collective and individual facets of living in Europe and being European. Deriving from this definition, Flagship 2 covers two general lines:

- The governance/regulatory aspects of Europeanness (e.g., politics, economics, law), and
- The multitude of factors that contribute to European self-identification (e.g. social sciences/psychology, linguistics, cultural studies).



About 4EU+



Flagship 3 - Digitisation - Modelling – Transformation

In Flagship 3, we use mathematical and computational methods to solve challenges related to both engineering and societal problems. Our goal is to contribute to solutions that aim not only to take technology to an unprecedented level, but also to support the transformation of society into the digital/AI age. This transformation will have a significant impact on issues such as quality of life through learning healthcare systems, Industry 4.0, and the digital transformation in society. It is also the key to tackling climate change and to using technology to achieve the EU's Green Deal targets. Students and the next generation of researchers are being trained in these technologies to be even better equipped to fulfil their societal responsibility as scientists.

Flagship 4 - Environmental Transitions

An ever-increasing demand on resources and serious disruptions from climate change are topics that must be efficiently addressed by contemporary science, and which must be based on deep understanding of the underlying processes and principles. Adequate education of future specialists in the field of natural sciences must be based on high-quality research, while long-term maintenance of the research community cannot exist without top quality education of new generations of researchers.



About 4EU+

4EU+ Educational Strategies

We aim to deepen our collaboration in education by consolidating a research-based approach that upholds European values of equality, diversity, inclusion, green development, digital transformation, and societal participation. We promote the creation of student-centred educational pathways, learning activities, micro-credentials, study programmes, and a lifelong learning offer. These initiatives are enriched with innovative mobility schemes, such as virtual exchanges, blended mobility, and short-term physical mobilities, enabling students to gain diverse, international experiences without barriers. Additionally, they are supported by a common virtual campus and reinforced by long-term sustainable structures and processes, all contributing to the realization of a truly integrated European university.

Members

The 4EU+ Alliance is a collaboration among eight leading European universities aimed at fostering integration in research, education, and innovation across Europe. Established in 2018 and receiving support from the European Commission, the Alliance has the following members:

- Charles University in Prague (Czech Republic)
- Heidelberg University (Germany)
- Paris-Panthéon-Assas University (France)
- Sorbonne University in Paris (France)
- University of Copenhagen (Denmark)
- University of Geneva (Switzerland)
- University of Milan (Italy)
- University of Warsaw (Poland)

8

Universities

The eight members of 4EU+ are large, well-established, comprehensive, public research universities. They are among the top institutions in their respective countries.

248

Joint 4EU+ projects

Including 4EU+ joint educational projects, academic mini-grants, student-mini-grants, SEED4EU+ and Visiting Professorships projects.

327,000

Students

26,000

Academic Staff

28,000

Doctoral Candidates

27,000

Administrative & Technical Staff

4 EU+ Members



Charles University

Charles University was founded in 1348 and is one of the world's oldest universities. The largest and most famous Czech university, it also ranks highest among Czech schools in international rankings. It is the only Czech university ranking among the world's top 250 universities. The modern, dynamic and cosmopolitan university has 17 faculties (14 in Prague, two in Hradec Králové and one in Pilsen), four university institutes, five other centres for educational, scientific, research, development and other creative activities, four university-wide special-purpose facilities and the Rector's Office as the executive management unit of the Charles University. It currently has more than 950 accredited study programmes and a number of study programmes are accredited in English. Charles University has a number of top research teams that collaborate with foreign institutions. Students at individual faculties also have the opportunity to participate in scientific and research activities of the University.

The University is a member of university organisations, in particular the 4EU+ European University Alliance and the Coimbra Group. It chairs the Association of Central European Universities (CE7) and is part of the collaboration between the League of European Research Universities (LERU) and CE7. CU is also part of the Eastern Partnership University Cluster (EaPUC), which brings together leading EU universities and the best universities from the Eastern Partnership countries.



Heidelberg University

Established in 1386, Heidelberg University (UHD) is the oldest university in today's Germany and one of Europe's most research-intensive institutions. Its successes in the Excellence Competitions of the German federal and state governments, and its positions in internationally recognised rankings, substantiate its leading role in the research landscape. Heidelberg University is a comprehensive research university. Its broad subject spectrum in 13 faculties includes the humanities and social sciences, law, the natural and engineering sciences, and the life sciences, as well as medicine.

The university's focus on international cooperation is visible in its worldwide network of research and teaching collaborations: Four centres abroad in Latin America, North America, India and Japan, 27 institutional partnerships, and exchange arrangements with more than 480 universities throughout the world underscore the strength of Heidelberg University's international ties. The University is especially committed to advancing exceptional individual disciplines, promoting dialogue beyond traditional disciplinary boundaries, and turning research findings to good use for society and the economy. In this endeavour, it also relies on strong partners outside the University.

4EU+ Members



Paris-Panthéon-Assas University

Paris-Panthéon-Assas University cultivates a synergy between research, teaching and professionalisation. It offers a wide range of courses in law, political science, economics, management, information and communication, journalism, management, as well as in digital technology, entrepreneurship and business strategy. In total, it is more than 23,000 French students, 4,000 international students, 26 research centres, 1,500 teachers, 340 education programmes and 3 international campuses, 600 international exchanges.

Paris-Panthéon-Assas University also associates IRSEM, the strategic research institute of the École militaire (Institut de recherche stratégique de l'École militaire), as a partner.

Paris-Panthéon-Assas University has established itself as a new player in the academic world with a stated ambition: to accompany and support the modern world transformations as a leading higher education and research institution in France, Europe and the world.



Sorbonne University

Sorbonne University (SU) is a multidisciplinary, research-intensive, world-class university. Located in the heart of Paris, with a regional presence, it is committed to the success of its students and to meeting the scientific challenges of the 21st century. Thanks to its 55,300 students, 6,400 academic researchers and partner researchers, and 3,600 administrative and technical staff, Sorbonne University promotes diversity, sustainability, innovation and openness to the world.

Created on 1st January 2018, by the merger of the Paris-Sorbonne University and Pierre and Marie Curie University, it is structured by three faculties: arts and humanities, science and engineering, and medicine.

Sorbonne University is resolutely global. In cooperation with its partners, it creatively fulfils its missions of teaching, research, innovation, mediation and technology transfer for the benefit of the common good. It ambitiously pursues its public service mission and dedicates itself to the creation and development of knowledge, at the heart and at the intersection of disciplines.

4EU+ Members



University of Copenhagen

Founded in 1479, the University of Copenhagen is the oldest university in Denmark and among the most renowned in Europe. The University of Copenhagen was founded in 1479 and is a comprehensive, research-intensive university with high-quality degree programmes creating impact for society. The University is one of the most renowned universities in Europe and is highly ranked on the leading ranking lists of the world's best universities.

The University of Copenhagen offers researchers and students the opportunity to develop their talent and launches ambitious interdisciplinary initiatives to support its strong academic communities. Through research-based teaching – and by involving them in research – students are equipped to address society's challenges and needs.

The motivational force of the University's research activities is financially and politically independent, i.e. free basic research; however, specific collaborative endeavours with other institutions and companies also have a place among the countless research activities. The dissemination of knowledge and findings to other research environments and the general public is a natural element of the University's research efforts.



University of Geneva

The University of Geneva (UNIGE) was founded in 1559 by Jean Calvin and Théodore de Bèze and it ranks amongst the top 1% universities in the world. It enjoys worldwide recognition and develops an ever-strengthening international network, building upon its unique situation at the heart of International Geneva, a world capital for multilateralism. The University of Geneva international strategy is set out both locally, through internationalizing its course offerings and continuously nurturing its close ties to IOs and NGOs based in Geneva, and on the world stage, through the development of more than 400 partnerships and exchanges with other institutions and universities.

The University of Geneva welcomes about 19,000 students coming from nearly 150 different countries in its nine faculties. Thanks to a comprehensive subject spectrum, students can enrol in 150 different bachelor's, master's or Ph.D.'s degree programmes embracing Sciences, Medicine, Humanities, Economics and Management, Social Sciences, Law, Theology, Psychology and Educational Sciences, as well as Translation and Interpreting. With its thirteen interdisciplinary centres, the University of Geneva focuses on multidisciplinary approaches fitted to address society's more complex challenges such as the changes brought about by the digital era and the objectives set forth by the United Nation's sustainable development goals. The long-term support it grants its researchers has led to several Nobel Prizes, Fields Medals and other important distinctions.

4EU+ Members



University of Milan

University of Milan (UNIMI), established in 1924, contributes to society through the pursuit of education and research at the highest international levels of excellence. It is the only Italian member among the 23 prestigious Universities of the League of European Research Universities (LERU). With a teaching staff of about 2,111 tenured professors, 120 visiting professors, 1,893 technical and administrative staff and with around 60,000 students, UNIMI is the largest university in Lombardy, one of the most dynamic and internationally-oriented EU regions. UNIMI offers several study programs that cover: i) Economics, Law and Social Sciences: a) Political, Economic and Social Sciences; b) Law; ii) Humanities: a) Humanities; b) Language Mediation and Intercultural Communication; iii) Medicine and Healthcare: a) Medicine; b) Veterinary Medicine; c) Pharmacy; d) Exercise and Sports Science; iv) Science: a) Science and Technology; b) Agricultural and Food Sciences.

The broad range of subjects taught, in the running 67 Undergraduate programmes, 57 Master programs, 9 Single-cycle programmes, 33 Doctoral Programmes, 26 Vocational master's courses, 85 short course, 65 postgraduate schools of professional specialization, attracts students from all of Italy and the whole world. The University also has a Choir and its own Orchestra, which actively contributes to the cultural life of the city and receives international acknowledgements on an increasingly frequent basis.



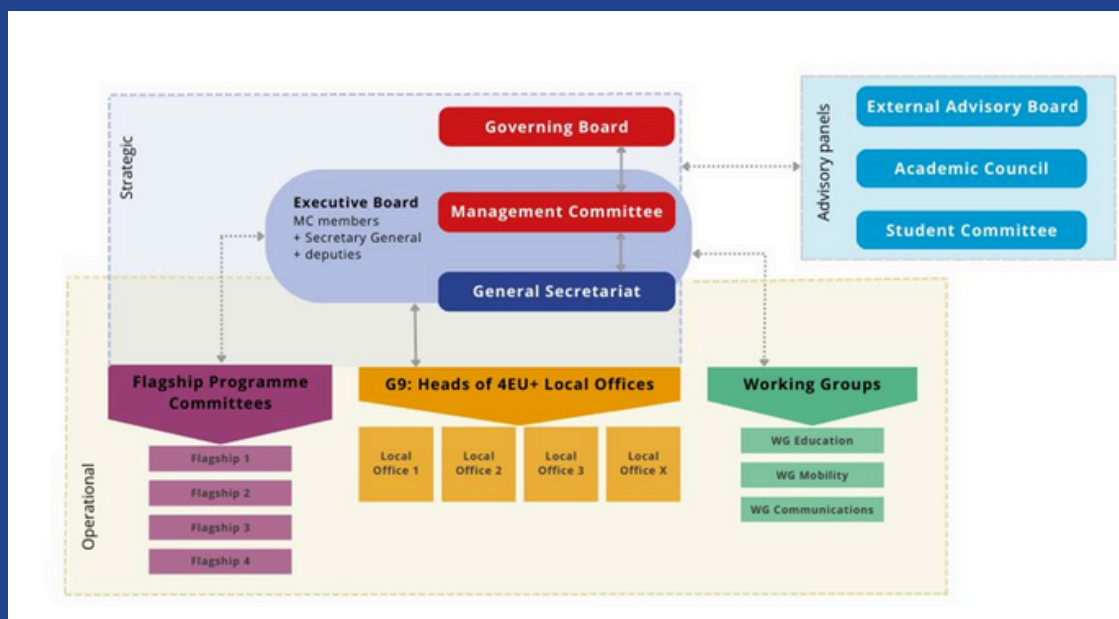
University of Warsaw

The University of Warsaw (UW) is a public, comprehensive and research-oriented university. It provides education and carries out research in the fields of the humanities, social and natural sciences, as well as in numerous interdisciplinary projects, including subjects in medical or technical sciences. The UW has 25 faculties, 30 academic and research units, and 4 doctoral schools. On 29th June 2022, following the approval of the University of Warsaw Senate, Professor Alojzy Z. Nowak, UW Rector, signed the ordinance on establishing the Faculty of Medicine.

After 70 years, the University of Warsaw will once again provide education in the medical field. The first students of medicine commenced their education in October 2023. The quality of education at the University of Warsaw is confirmed by annual appraisals, which show that the majority of students are satisfied with their selection of the University and the education programme. The University's strongest points are its prestige, development opportunities and the study environment. The quality of education is also reflected in the graduates' surveys. The results demonstrate that having a diploma from the UW is a definite asset on the job market; 94% of the respondents have found employment within a year after graduation. The principles guiding the University's activity are the unity of teaching and research and the harmonious development of all branches of knowledge represented in its curriculum. The University employs nearly 4,000 scholars. Their scientific enquiry extends over 1,400 research topics; students who they concurrently teach have the opportunity to join their research projects.

Organisational Structure

The organisational structure of the 4EU+ Alliance is built around the governance of each member institution, creating a solid framework upheld by a range of bodies and entities



The Governing Board is the main decision-making body of 4EU+, responsible for defining the vision, mission, strategy and policies of the Alliance. It is composed of the Rectors or Presidents of the member universities. The chairmanship of the Governing Board rotates on a yearly basis among its members.

The Management Committee guides and oversees the development and implementation of the 4EU+ vision, mission, the overall work plan and work of the Working Groups. It is formed by the Secretary General and a responsible Vice-Rector/Vice-President from each member university.

The Academic Council has an advisory and consultative role to the Governing Board. It is made up of six representatives from the Academic Councils or Senates of each 4EU+ university: three academic staff members, two students and one representative of administrative staff.

The External Advisory Board provides advice to the governing bodies of the Alliance. It consists of representatives of the Associated Partners.

The Student Committee serves as the representative body for the student community across 4EU+ universities. It consists of three student representatives from each institution, one of whom is also a member of the Student Executive Committee responsible for overseeing the work of the Student Committee and liaising with other Alliance bodies.

Key Responsibilities & Characteristics

As part of the Executive Board, the Secretary General supports the strategic leadership of the Governing Board and Management Committee and plays a pivotal role in the execution and monitoring of the Alliance's yearly activity plan. The postholder reports to the 4EU+ Board and works closely with the various groups of the Alliance, such as the local office heads, several working and project groups, the Academic Council and the Student Committee. The Secretary General is accountable for the overall success of the association by effectively driving, managing, representing and promoting all aspects of the 4EU+ Alliance and will lead the General Secretariat which is the central office for the day-to-day administration of the Association.

Location: Brussels

Contract Type: 3-year term with possible extension

Key Responsibilities

Strategic Implementation

- Support the Governing Board and Management Committee in shaping and executing the strategic vision for the Alliance.
- Contribute as a member of the Executive Board, helping to guide the overall direction of 4EU+.
- Ensure the successful execution and monitoring of the yearly activity plan for the Alliance.
- Responsible for coordinating with all local 4EU+ offices at each member university to oversee the development and implementation of the 4EU+ vision, mission, and cooperation plan.

Leadership and People Management

- Oversee all projects and the project managers across the Alliance.
- Lead the General Secretariat, overseeing its day-to-day operations and ensuring efficient administration of the association.
- Ensure effective coordination with local 4EU+ offices at member universities to drive the implementation of the Alliance's vision, mission, and cooperation plans.

Financial Management

- Manage the annual budget of the 4EU+ Association (approximately €550,000), including the oversight of various sources of co-funding.
- Overseeing planning in terms of activities, finance, and organisation of this initiative.

Collaboration and Stakeholder Management

- Foster cooperation between 4EU+ member institutions, supporting the university holding the presidency.
- Collaborate with the local office leads, working groups, project teams, the Academic Council, and the Student Committee to promote alignment with the Alliance's goals.
- Build and maintain strong relationships with associated partners and potential new member institutions.

Key Responsibilities & Characteristics

Ambassadorial Representation

- Represent the 4EU+ Alliance in Brussels, maintaining productive dialogue with the European Commission, other European university associations, public and private stakeholders, and Alliances.
- Promote the Alliance externally and facilitate its engagement with key stakeholders in the higher education sector and beyond.
- Support the integration of new member institutions into the 4EU+ Alliance.

Travel & On-Site Visits

- Conduct regular on-site visits to partner universities and work closely with local teams to oversee projects and initiatives.

Person Specification

Education

- Minimum Master's degree (PhD is an asset) .

Profile

- Team player and excellent skills in engaging and working with people across national boundaries and managing teams remotely.
- Is service and solution oriented and has a diplomatic mindset.
- Can bring people together, is sensitive to the needs of others, and builds bridges.
- Prioritise consensus-building among member institutions to ensure that each university's voice is heard and valued.
- Provides visionary and thought leadership.

Leadership and Skills

- Excellent senior management, coordination and organisation skills in an international environment.
- Demonstrable experience in working on a par with university leaders.
- Strong experience in managing and leading projects, developing strategies and policies related to higher education, research and innovation.
- Excellent communication skills with the ability to motivate, engage and lead teams with a high level of intercultural sensitivity.
- A good understanding of current European higher education and research policies and developments and the functioning of EU institutions; broad and solid network in Brussels would be considered an advantage.
- Excellent English skills in spoken and written form and a good level of written and spoken French; multilingualism is an asset.

Salary

- Commensurate with experience.



Appointment Process & How to Apply

An executive search exercise is being undertaken by Perrett Laver to assist the Appointment Advisory Committee in identifying the widest possible field of qualified candidates and assisting in the assessment of candidates against the requirements for the role. Informal enquiries and questions can be directed to our Senior Research Associate Claire Anderson by emailing claire.anderson@perrettlaver.com. Applications can be uploaded at <https://candidates.perrettlaver.com/vacancies/>, quoting reference number **7643**. The closing date for applications is at **9am CET on Friday 17th January**.

Applications should consist of a cover letter addressing suitability against the person specification and a full curriculum vitae.

Applications will be considered by the Committee in January. Perrett Laver will conduct preliminary discussions with longlisted candidates in late January, and the Committee will then meet in February to decide on a shortlist of candidates. These individuals will subsequently be invited for formal interviews in March. Selection of and negotiations with the preferred candidate will take place thereafter. A development assessment will be part of the procedure.

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 Interest'. 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-policy/>.



AMERICAS ASIA PACIFIC EMEA

Suite 101, Grafton House,
10 Ely Place,
Dublin 2
D02 HR98

T: +353 1 905 3537