

# Rector University of Luxembourg

## Position specification

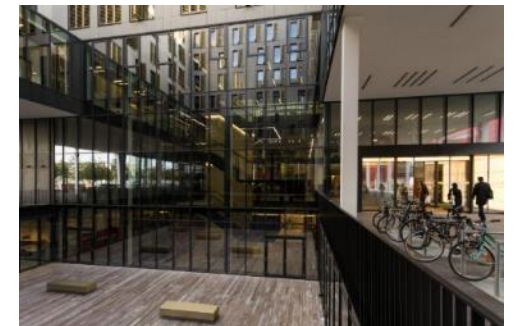
## Opportunity

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The next Rector of the University of Luxembourg will have an unparalleled opportunity to take the sole country's public research university to the next level and successfully navigate the upcoming opportunities and challenges envisioned in the University's recently approved strategic framework 2020-2039.

As a research university, the University of Luxembourg strives for excellence in its research activities and delivers research-led higher education across a wide variety of disciplines to form independent thinkers and enrich their personalities to prepare them for the challenges of the professional world.

Following 18 years of a rapid and highly successful development, the young University sees digital transformation, medicine and health as well as sustainable and societal development as its next key areas. It aims at intertwining teaching and research, developing new modes of learning, delivering personalised, innovative and high-quality teaching and learning across the University, as well as fostering a dynamic, diverse and international student community as its next challenges regarding education.



# University of Luxembourg

The University has three faculties (Faculty of Science, Technology and Medicine (FSTM) ; Faculty of Law, Economics and Finance (FDEF); Faculty of Humanities, Education and Social Sciences (FHSE) as well as three interdisciplinary centres (Interdisciplinary Centre for Security, Reliability and Trust (SnT), Luxembourg Centre for Systems Biomedicine (LCSB); Luxembourg Centre for Contemporary and Digital History (C<sup>2</sup>DH).

The University has some 2.300 staff, including 280 professors from all over the world.

Among its 6.700 enrolled students, the University has a high proportion of graduate students and doctoral candidates, who are an important pillar of excellence in research. Some 900 PhD candidates work towards a PhD degree, including students which will be obtaining a joint or double PhD degree. Cross-border, bi- or tri-national bachelor and master degrees are part of the offer. In addition, bachelor students study at least one semester abroad.

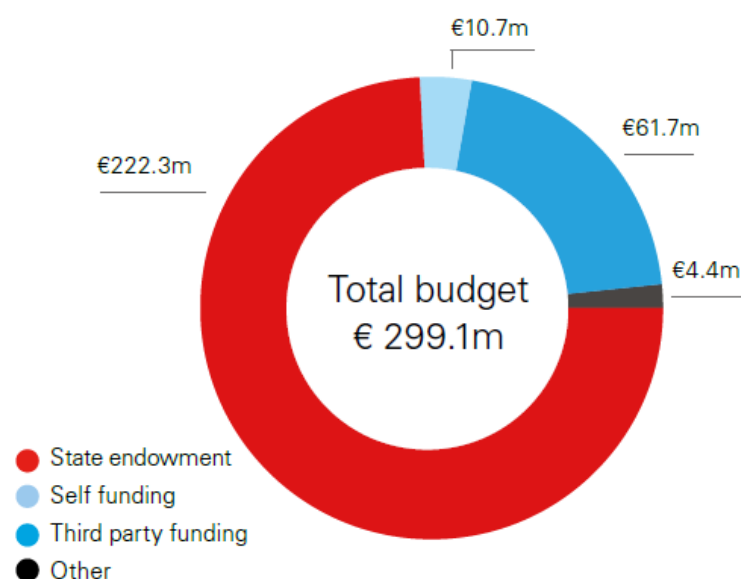
The University considers the multilingual and intercultural expertise of its members to be an essential characteristic of academic internationalisation and crucial for its graduates to ensure their local and global employability.

As the motor of the national system of knowledge and innovation, the University of Luxembourg benefits from a strong support and actively contributes to the social, cultural and economic development of the country.

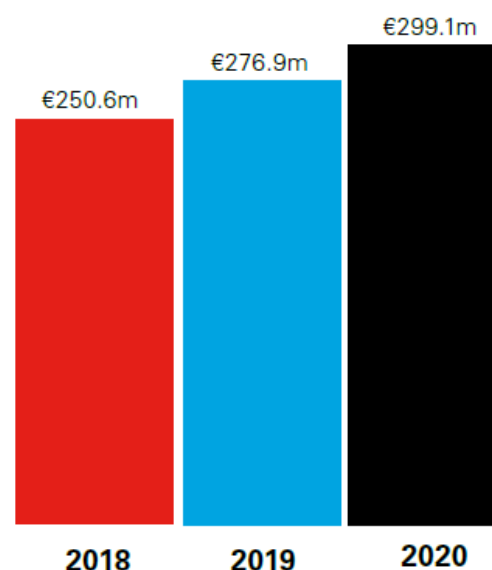


# Facts and figures

## University Budget in 2020



## Budget Evolution 2018-2020



## University Staff

- » 1,137 Academic staff, postdocs
- » 535 Administrative staff
- » 283 Professors
- » 290 Technical staff

## University Graduates

### 130 Student nationalities

Graduates by degree		Graduates by Faculty	
2019/2020		2019/2020	
Total	1,710	Total	1,710
Bachelor	706	FSTM	360
Master	549	FDEF	749
Doctoral	129	FHSE	581
Other	326	Competence Centre	20

## Student Statistics

### Total number of student registrations: 6,783

Student registrations by degree		Student registrations by Faculty	
Bachelor	3,087	FSTM*	2,178
Master	1,798	FDEF**	2,333
Doctoral	923	FHSE ***	2,196
Other degree*	975	Competence Centre	76

\*Vocational and lifelong learning programmes

\*Faculty of Science, Technology and Medicine

\*\* Faculty of Law, Economics and Finance

\*\*\* Faculty of Humanities, Education and Social Sciences



# Facts and figures

## Publications 2020

- » 401 Conference proceedings
- » 1,355 Journal papers
- » 40 Edited books
- » 18 Authored books
- » 290 Book chapters
- » 2,104 Total publications



## The University in Rankings

### Times Higher Education<sup>1</sup>

#### World University Rankings 2021

- » No. 3 worldwide for its international outlook
- » Top 201-250

#### By subject:

- » 89 in Computer Science
- » 101-125 in Engineering & Technology
- » 101-125 in Life Sciences (not listed previously)
- » 151-175 in Physical Sciences
- » 151-175 in Psychology

- » No. 12 Young University - Rankings 2020
- » No. 4 among 88 millennial<sup>2</sup> - universities worldwide

- » 201-250 in Social Sciences
- » 201-250 in Business and Economics
- » 201-250 in Education
- » 201-250 in Arts and Humanities (not listed previously)
- » 301-400 in Clinical and Health (not listed previously)

### Shanghai Ranking<sup>3</sup> 2020

- » 601-700 among the top 1,000 universities worldwide

#### By subject:

- » 76-100 in Telecommunication Engineering
- » 201-300 in Electrical and Electronic Engineering
- » 201-300 in Biological Sciences
- » 201-300 in Political Sciences

- » 201-300 in Education
- » 301-400 in Human Biological Sciences
- » 301-400 in Economics
- » 301-400 in Management
- » 401-500 in Materials Science and Engineering
- » 401-500 in Psychology

### QS World University Ranking 2021

#### By subject:

- » 251-300 in Computer Science and Information Systems
- » 251-300 in Law and Legal Studies

- » 451-500 in Economics and Econometrics
- » 451-500 in Mathematics

# Role and key responsibilities

The Rector of the University of Luxembourg will play a significant role in the continued growth of the Institution. The University's new leader will build on its established strengths and move it purposefully towards realising the long-term vision in its strategy. An inspiring, engaged and strategic leader and manager, s/he will be present with faculty, students, staff and society and steer the university towards becoming a driving force, generating knowledge at the highest international level.

As the University's leader, the Rector reports to the Board of governors and is responsible for:

- Working with internal and external stakeholders to advance the University's vision and strategy
- Leading the University's community, being an integrating factor for the whole university, enhancing interdisciplinary approaches
- Overseeing overall operations and developing the University's four-year plans
- Supporting and enhancing the institution's academic mission
- Cultivating a positive working environment for academic and administrative staff
- Developing and executing an annual budget of 350 million Eur and securing external funding
- Developing creative partnerships for the University, expanding international reach and global connections, while effectively engaging with the local government and society

# Candidate profile: Experience & requirements

The successful candidate will have proof of an excellent academic track record, a collegial and transparent leadership style, and the necessary strategic, financial and management skills to lead a complex institution.

## **Experience and technical expertise**

- +15 years of demonstrated and successful career in academic research and university administration
- Scientist of international reputation having worked in an international setting;
- Strong affinity with research and higher education
- Keen understanding of the challenges faced by academic staff , administrative staff, as well as students in a rapidly changing environment
- An excellent understanding of the functioning of modern universities in a changing environment
- Proficient in English and French, German being an asset





# Practical

The Rector is appointed by the Board of Governors. S/he will be appointed as a tenured full professor and be given a 5 year-mandate as Rector of the University of Luxembourg, renewable by decision of the Board.

The start of term is latest 1 January 2023.

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

Taking residence in the Grand-Duchy of Luxembourg and taking a real interest in the Luxembourg society is a requirement for the role.



# Candidate profile: Leadership

## Setting strategy

- Understanding of the relevance of the University for the country
- Ability to create and articulate an inspiring vision for the organization
- Seeks and analyzes data from a variety of sources to support decision-making; ability to align his/her team with the organization's overall strategy
- Creative approach in developing innovative and realistic ideas that will inspire the organization and push the boundaries within the university

## Executing for results

- Committed to an open science environment
- Ability to set clear and challenging goals. Committed to the organization and to improving performance. Accountable for driving results
- Comfortable with uncertainty; ability to adapt and lead others through complex situations
- A leader with high integrity and forethought in his/her decision-making; ability to act in a transparent and consistent manner while always considering what is best for the organization

## Leading teams

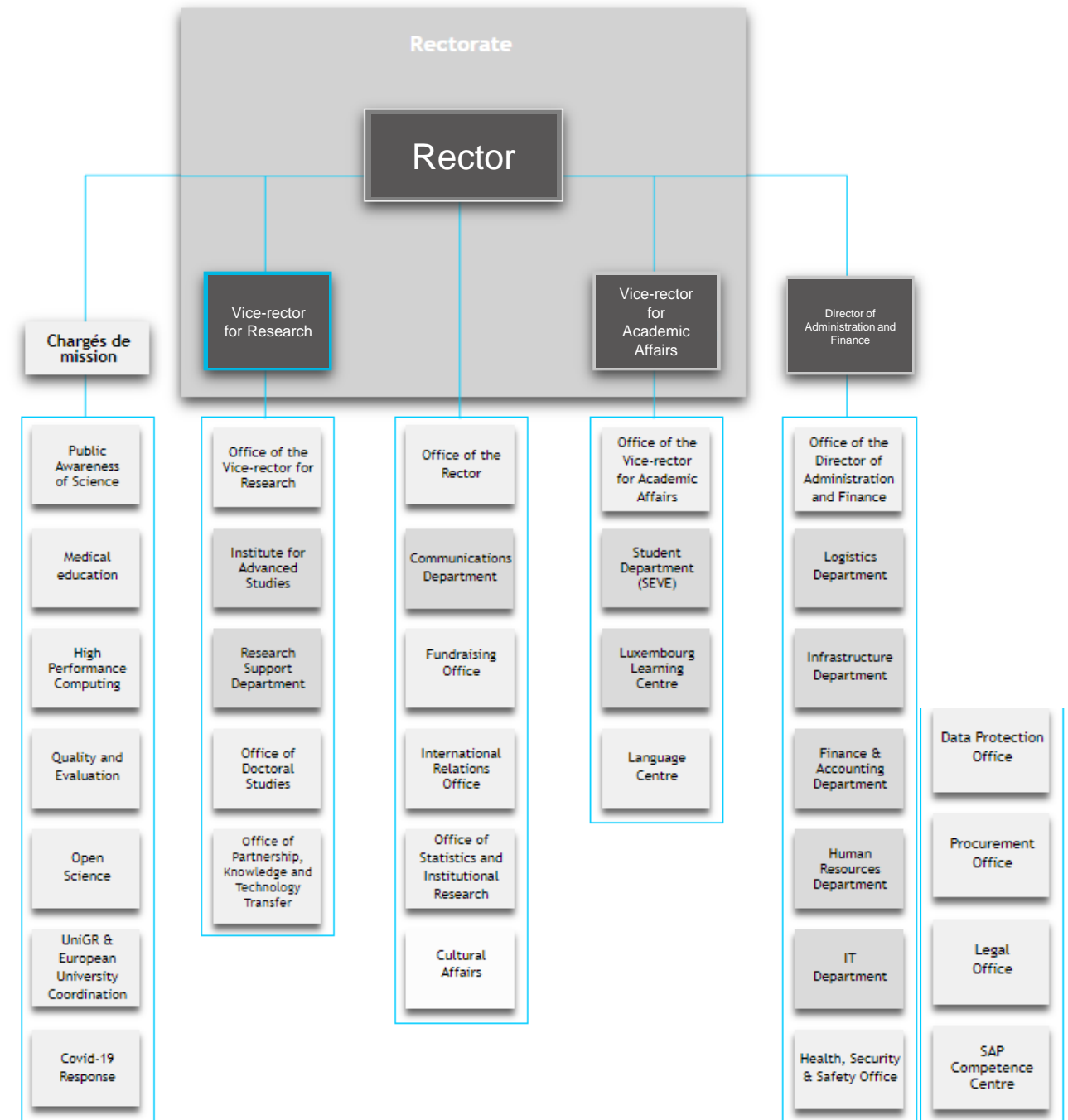
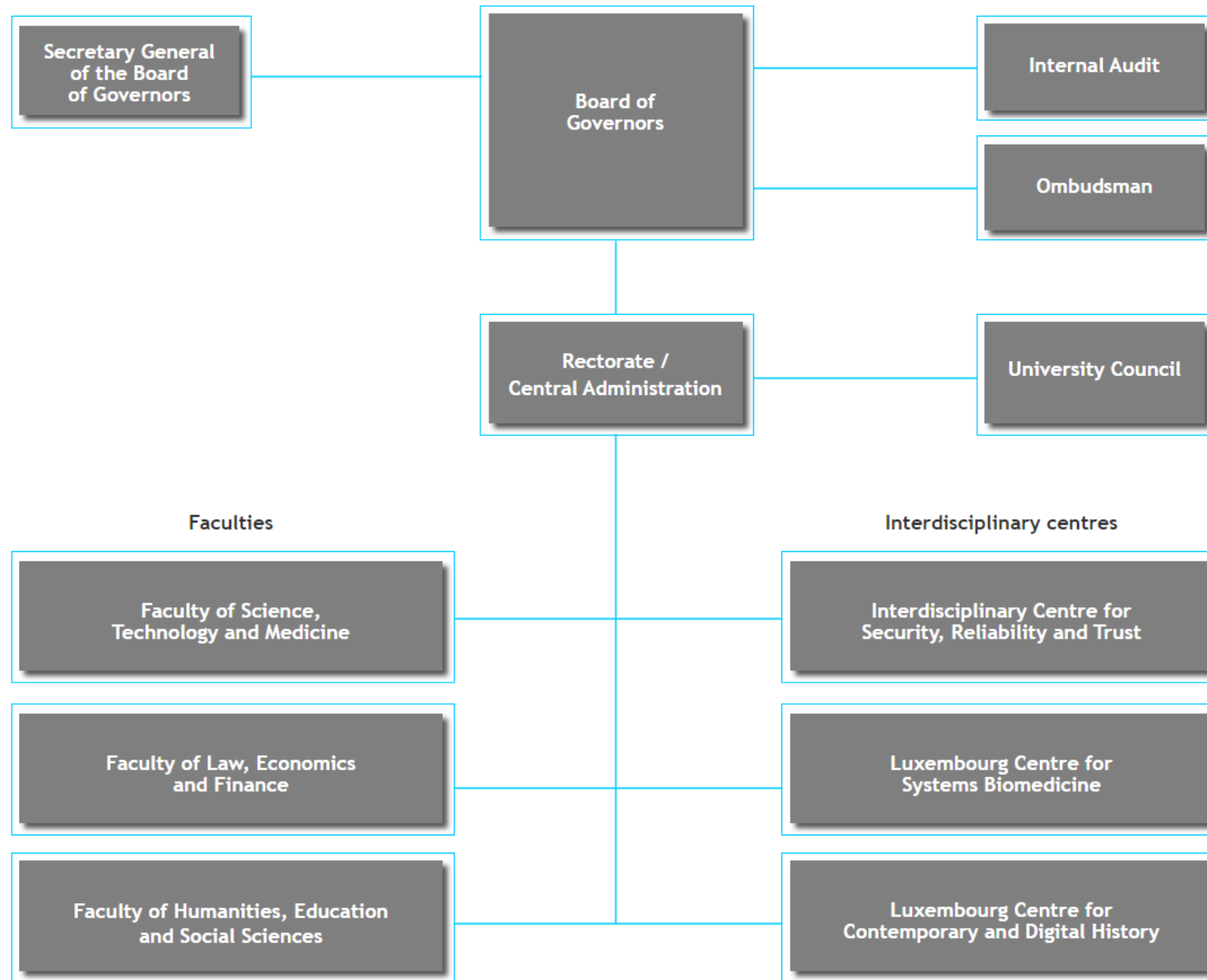
- Motivate, inspire confidence and trust and an ability to express both leadership and collegiality.
- Ability to persevere through challenges and maintain high standards in all situations
- A leader who is self-reflective and aware of his/her own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement

## Relationships and influence

- Ability to represent the University towards external parties and society and to understand the relevance of the University for the country
- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence, and an ability to communicate clearly and persuasively
- Excellent communication skills and an ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in his/her beliefs, and active drive
- Creates a sense of purpose and meaning for the team that generates followership beyond his/her own personality; engages others to the greater purpose of the organization



# Organisation charts



# How to apply

To apply for this role, please send a copy of your CV and Supporting Statement to [responses@russellreynolds.com](mailto:responses@russellreynolds.com), including the role title and reference 2109-085L in the email subject line, before December 1st.



# Contact



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Let's  
shape a  
brighter  
future  
together



**R**