



THE LONDON SCHOOL  
OF ECONOMICS AND  
POLITICAL SCIENCE ■

# Position Specification

**London School of Economics and Political Science**  
President/Vice Chancellor

## Our Client

The London School of Economics and Political Science (LSE) is one of the world's leading universities. Founded in 1895, LSE has an outstanding international reputation as a world-leading research and educational institution. The LSE is ambitious about its future and role in addressing the major global issues of our time.

LSE welcomes a significant number of students and faculty from overseas. Approximately half the LSE's student body is from outside the UK/EU, as are many of its faculty and staff. The university's programme of public engagement positions it at the forefront of global policy debate as a highly influential voice addressing a range of major social challenges.

A member of the Russell Group, LSE has the highest proportion of world-leading research of any UK University. In recent years, LSE has continued to perform well in league tables and research impact exercises. In the latest the latest UK Research Excellence Framework (REF 2021), 58% of LSE's research was judged to be world-leading and 35% was deemed to be internationally excellent. LSE is home to world-leading sustainability research which has global impact, a passionate community acting to make change, a green campus, and education programmes preparing students for future challenges. All of this is core to its strategic mission to shape a sustainable world. In a first for UK higher education, LSE was independently verified as carbon neutral for the academic year 2020/21, for all its measured emissions. LSE has also been ranked second in the world and top in the UK in the "sustainable institutions" lens for the QS World University Rankings for Sustainability 2023.



LSE continues to develop and change but its founding purpose, "for the betterment of society", remains as important as ever. Its ambition today is to be the leading social science university with the greatest global impact.

Further information:

[About LSE](#)

[LSE 2030](#)

[Financial Statements](#)



## The Role

The Council intends to appoint a new President/Vice Chancellor. This person will be an influential shaper of thinking at a time of major economic and political change, they will bring vision and global stature to the role. The new President/Vice Chancellor will ensure LSE leads in solving global political and economic questions and remains a unique forum for research and learning of the highest quality in an evolving higher education sector.

The President/Vice Chancellor leads the academic community, oversees management of the School, and represents the School externally. The President/Vice Chancellor is the academic and administrative head of the School, formally head of all academic and non-academic staff, and is the principal officer designated as publicly accountable for the School's finances. The post is accountable to Council for the delivery of the extensive responsibilities that Council delegates to the postholder for the day-to-day organisation and supervision of all the work of the School and execution of the School's strategy.

## Duties and Responsibilities

The President/Vice Chancellor of LSE will:

- Provide strategic vision and leadership, both academic (including research innovation and development) and administrative, to the whole School. This will build on existing strengths and advance an ambitious vision for LSE.
- Represent the School to external audiences as its principal ambassador and advocate, ensuring that its work is at forefront of global debates and problem-solving the major political and economic issues of our time.
- Harness the energies of all academic staff, students and professional services and encourage excellence in an atmosphere of trust and collegiality.
- Develop diverse income streams, including expansion of the LSE's fund-raising on a significant scale, in order to enable the School to deliver its future aims and objectives.
- Enhance the reputation of the School for international research, academic excellence, top quality teaching and public engagement.
- Ensure that the governance, administrative and internal management structures of the School are efficient and effective.
- Manage effective change and transformation through consultation and consensus-building.
- Develop a strong and cohesive senior leadership team.
- Ensure the development of a sustainable and integrated data and information systems and technology infrastructure.
- Oversee the development of the LSE estate for the long-term benefit of the School.
- Provide leadership towards embedding the LSE Ethics Code and related policies in all internal and external activities of the School and, more generally, build an ethical organisational culture.
- Implement policies that will deliver the School's commitment to equity, diversity and inclusion.
- Shape and influence in appropriate forums UK Higher Education policy, including policies that support the international reputation of both LSE and the sector.

## Flexibility

To deliver these responsibilities effectively, flexibility may be required in the duties performed in order to meet the exigencies of service. Job roles may also naturally develop over time and ongoing substantial changes to the role will be discussed between the Chair of Council and the postholder, with job descriptions updated as and when appropriate.

## Equity, Diversity and Inclusion (EDI)

LSE is committed to building a diverse, equitable and truly inclusive university. All posts (and post holders) will seek to ensure diversity and inclusion, while opposing all forms of unlawful and unfair discrimination on the grounds of

age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, nationality, ethnic or national origin, religion or belief, sex and sexual orientation, or social and economic background.'

## Ethics Code

The postholder has responsibility to act in accordance with the School's Ethics Code and to promote the principles and values that the Code enshrines. The Ethics Code clearly states that the whole LSE community, including all staff, students, and governors of LSE, are expected to act in accordance with the principles which are set out in the Code. As such the postholder is required to read and familiarise themselves with it. The School's Effective Behaviours Framework is designed to support this Code. It sets out examples for the six behaviours that all staff are expected to demonstrate, these can be found [here](#).

## Environmental Sustainability

The post holder is required to minimise environmental impact in the performance of the role, and actively contribute to the delivery of the LSE Environmental Policy.



## Candidate Profile

Qualified candidates should bring a track record of exceptional leadership in large complex organizations. The successful candidate will have clear strategic vision, team leadership qualities, experience in leading through uncertain times, and change management skills, as well as the ability to balance active participation in internal academic governance with extensive external engagement. While candidates need not be academics, they must be able to demonstrate a solid understanding of the culture of academic institutions and of the social sciences.

## Knowledge and Experience

- International stature, based on a relevant track record as a leader of policy development and practice.
- Experience of managing a large scale, complex organisation, with the ability to hire outstanding people, delegate, establish boundaries, and further an environment of collegiality.
- Demonstrable strength of purpose and vision with a track record of devising and delivering innovation, transformation and change while respecting tradition in a complex environment and through successful consensus-building.
- Experience of, and a strong commitment to, fund-raising on a large scale.
- Experience as the senior ambassador of a major institution, including representing a variety of views and opinions fairly and delivering compelling and inspiring speeches for internal and local, national, and

international audiences. Demonstrable experience in identifying and removing barriers to the creation of an equitable, diverse and inclusive working environment

## Other skills

- Knowledge of the UK and international higher education environment.
- The ability to work with and motivate staff at all levels of the organisation.
- Excellent listening skills.
- Intellectual distinction combined with an understanding of, and commitment to, the Social Sciences.
- Inspirational leadership built on trust, collaboration and consensus-building.
- The personality and determination to develop and promote the international standing of the School, along with the global awareness and confidence to influence and develop strategic and tactical alliances.
- The ability to be responsible to Council for the organisation and supervision of all the work of the School, the execution of the strategy, and a strong financial position and long-term financial sustainability.
- Strong and ethical leadership and personal traits, including principled, disciplined, and self-aware; the ability to demonstrate humility, humour, integrity and an open mind.

In terms of the performance and personal competencies required for the position, we would highlight the following:

## Setting Strategy

- The ability to create and articulate an inspiring vision for the whole organization.
- The inclination to seek and analyse data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the industry.
- The ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling, to create realistic goals and implementation plans that are achievable and successful.

## Executing for Results

- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- A risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks.
- A leader who is viewed by others as having a high degree of integrity and forethought in his/her approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.

## Leading Teams

- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- 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

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in his/her beliefs, and active drive.

- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- Creates a sense of purpose/meaning for the team that generates followership beyond his/her own personality and engages others to the greater purpose for the organization as a whole.

## Driving Sustainability

- Firmly believes that both sustainability and profit are in the organization's best long-term interest.
- Integrates economic, societal, and environmental factors into a purpose-driven strategy, turning sustainability into a competitive advantage.
- Understands and incorporates viewpoints from all key stakeholders to drive decision making and share the benefits.
- Delivers breakthrough innovations and business models that create value for all stakeholders, continually challenging traditional approaches.
- Sets audacious business and sustainability goals, driving concerted action and investments, and stays the course in the face of setbacks or push-back from short-term oriented stakeholders.

## Remuneration and Benefits

An attractive salary is supported by a range of benefits including the following:

### Shared Equity Assistance Scheme

For international candidates and those residing 100 miles (or more) away from the London campus, they are eligible to apply for assistance with the purchase of a property within the M25 corridor through our discretionary Shared Equity Assistance Scheme.

### Occupational Pension scheme

The School provides an occupational pension scheme (Universities Superannuation Scheme), to which the School contributes to. This is in addition to contributions by individuals. For further information, please see the section on Universities Superannuation Scheme (USS) from the link below:

<https://info.lse.ac.uk/staff/divisions/Human-Resources/Working-for-LSE/Pensions>

### Other monetary and non-monetary benefits

The link below has a summary of other monetary and non-monetary benefits and facilities:

<https://info.lse.ac.uk/staff/divisions/Human-Resources/Working-for-LSE/Staff-Benefits>

LSE also offers discounted healthcare insurance through EduHealth and a link to further information can be found through the below link:

<https://www.your.eduhealth.co.uk/lse/>



## The Selection and Recruitment Process

Russell Reynolds Associates has been appointed to support this appointment for LSE. Short listing of candidates will be undertaken by the assessment of information provided in application documentation.

## Application Instructions

The closing date for applications is **12:00 noon, Monday 20<sup>th</sup> March 2023**.

All applications must include the following:

- The role and reference number 2212-058L in the subject line of your email.
- A short covering letter of not more than two A4 sized pages explaining why this appointment interests you and how you meet the appointment criteria and competencies as detailed in the candidate profile.
- A current CV with educational and professional qualifications and full employment history where possible giving details where applicable, of budgets and numbers of people managed, relevant achievements in recent posts, together with reasons for absence within the last two years.
- Names of at least two referees who may be contacted at short list stage, i.e. before final interview.
- Confirmation from you that you are happy for Russell Reynolds Associates or its client to undertake any necessary background checks, including career, credit and qualifications, or similar, post short list stage.
- The willingness and ability to confirm that you are a fit and proper person.
- Your mobile number – and any other useful contact telephone numbers – together with your preferred e-mail address, which will be used for all correspondence between us.

Please submit your application to:

By email (preferred): [Responses@RussellReynolds.com](mailto:Responses@RussellReynolds.com)

Or, by post: Russell Reynolds Associates  
c/o Simon Kingston  
Reference number: 2212-058L  
Almack House  
28 King Street  
London, SW1Y 6QW

If you need assistance, please email [responses@russellreynolds.com](mailto:responses@russellreynolds.com) or call +44 (20) 7343 3631.

