



Appointment of Rektor

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UWC Red Cross Nordic



UWC Red Cross Nordic is part of the global education movement United World Colleges, which uses education as a force to unite people, nations and cultures for peace and a sustainable future.

UWC Red Cross Nordic, established in 1995, is situated 150 km north of Bergen in Fjaler Municipality, on the west coast of Norway. It is an international residential College, which places a special emphasis on environmental and humanitarian concerns as well as Nordic lifestyle. It delivers a transformative and holistic education through the IB Diploma (taught in English), a challenging extra-academic programme and a deep commitment to service, compassion and personal responsibility. In this way its 206 students, mostly aged 16-19, become involved citizens whose attitudes towards understanding and tolerance are powerful catalysts for positive change.

Students are selected on the basis of demonstrated promise and potential by UWC National Committees or other independent organisations. Race, gender, religion, politics and ability to pay are not considered during the selection process; the College is a truly diverse and inclusive community, with students representing the Nordic region, Asia, Central / Eastern Europe, Africa, Latin America, North America and Western Europe.

International and intercultural understanding, the celebration of difference, personal responsibility and integrity, heightened interaction with the environment and personal challenge, are amongst the values that the College holds highest. In an on-going effort to include students with disabilities and ensure access for all, the College and the on-site Red Cross Haugland Rehabilitation Centre work together to include youth who have been injured in conflict or post-conflict countries. The College also offers a specialized Foundation Year for those from underprivileged backgrounds who require a preparatory year before entering the IB diploma programme.

All countries and autonomous regions in the Nordic region contribute to the funding of the College, and this support constitutes the main source of income. As a Foundation, the highest decision making body of the College is the Board, comprising eight members representing various constituencies in the Nordic region. The Board is elected by the Council, which meets once a year. On a daily basis the Rektor works closely with the Central Management Team (COO, Director of Development, Daily Leader of UWC Connect and Deputy Rektor) and the Education Management Team (Deputy Rektor, Extra-Academic Director, IB Diploma Coordinator and Director of Residential Life).

UWC Red Cross Nordic



Located near to the village of Flekke, UWC Red Cross Nordic is well connected with the life of the local Norwegian community. This is reflected in the College's Nordic ethos, which complements that of the wider UWC movement whilst giving the College a distinctive Nordic character. Students are included in an environment that promotes such values as equality, inclusion, honesty, openness, initiative, dialogue, collaboration and democracy. Native Nordic speakers make up a significant element of the College community amongst both staff and students (30% of the student body is Nordic). The College runs joint Danish, Norwegian and Swedish language classes for the first out of six terms under the IB, with the aim of promoting better understanding between the users of the Scandinavian neighbouring languages.

Sharing a site and facilities with the Norwegian Red Cross Haugland Rehabilitation Centre, students play an active role in the rehabilitation of individuals coming from the wider Norwegian west coast region. Service through Red Cross activities is an integral part of students' extra academic / programme. All students take a Red Cross Diploma, with both theoretical and practical components.

The College is the owner of UWC Connect, who runs programmes for visiting groups.

Central to this operation is the Camp School programme during the spring and autumn. It connects the College to the wider region by providing learning opportunities for local children. Groups of 40-80 school pupils aged 12 to 13 attend the College for a week at a time and are led by UWC students in a programme of outdoor activities. Through this interaction, UWC students have the chance to develop leadership skills, and both the students and the local pupils can deepen their knowledge and appreciation of cultures and outlooks different from their own, thus upholding the UWC mission of uniting people for a sustainable future.



Location and Facilities



UWC Red Cross Nordic is located on the beautiful shores of the Flekke Fjord in the mountainous region of Sogn & Fjordane in Western Norway. The site comprises:

Educational facilities

- The joint Auditorium and "Kantine" building, which houses a theatre seating 240, the College library, and a dining area overlooking the fjord,
- Administration and classroom buildings,
- Well-equipped science laboratories; situated near the seafront and well suited for Marine Biology,
- Music and art studios,
- Waterfront multi-purpose centre with canoes, kayaks, rowing and power boats,
- Ball rink for many kinds of ball games,
- Silent House, for spiritual practices and dialogue,
- A new Baking House with stone oven, for baking of traditional bread.



Location and Facilities



Haugland Facilities

Immediately beside the College is the Haugland Rehabilitation Centre, which is owned by the regional Red Cross and is part of the Norwegian health care system at a specialized level. The College has access to many of the Rehabilitation Centre's facilities, including:

- An aquatic centre and pool;
- A fitness training centre and small gymnasium.

Residential facilities

There are five student residences, each with a common room designed to create a comfortable living environment where students can share their varied intercultural experiences. There are five students in each residential room furnished in traditional Norwegian style and with its own washroom facilities. There is a central College laundry to accommodate student needs.

Accommodation for Visitors

The Henry Dunant Building and the Thor Heyerdahl Building are run by UWC Connect, with a total capacity of 96 beds. They are used for Camp School visitors, Red Cross camps and other events relevant to the UWC and Red Cross missions.



The Rektor and the majority of the educational staff live on campus with their families.

For further details about UWC Red Cross Nordic please visit its website: uwrcn.no

The UWC Movement



United World Colleges (UWC) is a global education movement that makes education a force to unite people, nations and cultures for peace and a sustainable future.

Central to the ethos of UWC is the belief that education can bring together young people from all backgrounds on the basis of their shared humanity, to engage with the possibility of social change through courageous action, personal example and selfless leadership. To achieve this, UWC schools and colleges all over the world deliver a challenging and transformational educational experience to a deliberately diverse group of young people, inspiring them to become agents of positive change in line with UWC's core values:

- International and intercultural understanding
- Celebration of difference
- Personal responsibility and integrity
- Mutual responsibility and respect
- Compassion and service
- Respect for the environment
- A sense of idealism
- Personal challenge
- Action and personal example



The UWC Movement



Today, UWC has 17 schools and colleges on 4 continents, the majority of which focus exclusively on the 16-19 year-old age group: a time when young people's energy and idealism can be guided towards empathy, responsibility and lifelong action. These colleges teach the International Baccalaureate (IB) Diploma as their formal curriculum, a qualification that UWC played a major part in developing, while also emphasising the importance of experiential learning, community service and outdoor activities.

UWC college students are selected domestically, in more than 155 countries, through UWC's unique national committee system. Selection is based on demonstrated promise and potential - in accordance with the UWC ethos that education should be independent of the student's socioeconomic means.

UWC also runs shorter educational programmes - conducted at the campuses of its 17 schools and colleges and beyond - increasing the number of people who can have access to a UWC educational experience.

UWC fosters a lifelong commitment to social responsibility and, to date, it has inspired a worldwide network of more than 60,000 alumni, who believe it is possible to take action and make a difference locally, nationally and internationally.



The UWC Movement



The International Office

The secretariat for the UWC Movement is based in London, UK. It is the executive arm of the UWC International Board of Directors and is a registered charity and a company limited by guarantee. The office covers a secretariat function, including policy and strategic development, communications, fundraising, national committee development and administrative and support functions.

Scholarships

Students are selected on the basis of demonstrated promise and potential. Race, gender, religion, politics and ability to pay are not considered during the selection process. Nearly all students attend UWC RCN with full or partial scholarships, and UWC national committees allocate scholarships as part of the selection process.



The Role of the Rektor

The Rektor is appointed by the Board and is the College's chief executive. He/she has responsibility for all aspects of the College's day-to-day running within the strategic and financial policy framework established by the Board.

General tasks and responsibilities

- Ensure that UWC Red Cross Nordic meets its mission of making education a force that unites peoples, nations and cultures for peace and a sustainable future through the provision of an outstanding and transformative international education for 16-19 year olds from different countries and a diverse range of backgrounds.
 - Articulate and deliver a clear educational vision that embodies the values of the United World College movement and builds on the strengths of UWC Red Cross Nordic, including academic excellence, service ethos and intercultural understanding.
 - Admit students with diverse national, cultural, social and economic background working in partnership with UWC national committees operating in 155 countries.
 - Further develop appropriate management structures to lead a highly committed and diverse group of education and support staff.
 - Manage a complex organization which includes a variety of stakeholders (education and support staff, students, parents, alumni, local community, national committees, governments and private donors, the Red Cross at a regional and national level) giving it strategic leadership and ensuring sound fiscal management.
 - Play a fundamental role in external relations, communication and advocacy, in alumni relations and in promoting public and private funding in order to support the full scholarship policy of the College.
 - Build a strong productive relationship with the Board and the Council, and their representative institutions.
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- Nurture relationships with the local community.
 - Lead the implementation of UWC guidelines and policies within the College community and play a full part in the affairs of the UWC international organisation (including travel to meetings as appropriate). Support the integration of the College into the wider UWC organisation and act as a channel of communication in relation to UWC International developments and initiatives.
 - Together with the Central Management Team, lead the work of following up Strategy 2020 with a concrete Action Plan. To strike an effective balance between continuity and change, with the strategic acuity to lead the College in a way that is relevant to its stakeholders whilst nurturing its core strengths, values, culture and traditions.
 - Oversee the next stages for the College's accreditation through the Council of International Schools (CIS).

Selection Criteria



Candidates will be strategic thinkers with the self-confidence to craft and articulate a clear vision for the College, and the leadership and management skills to deliver it. We seek individuals with superior reserves of stamina, the interpersonal skills and intellect to command the respect of a wide range of people and the sensitivity and humility to engage broadly whilst determining strategy and policy. Candidates will be committed to the values and mission of UWC and the Red Cross. A deep understanding of young people and their motivations, hopes and aspirations is key to the position.

Candidates will be expected to demonstrate that they meet many if not all of the following criteria encompassing experience, qualifications, skills and personal characteristics. This is an indicative, but not exhaustive, list of the attributes we might hope to find in an ideal candidate.



Experience, qualifications and skills



- Leadership and management – tested leadership/management and strategic/operational skills developed in an international context (ideally in multiple cultural settings and locations), in pivotal positions of authority and influence and in schools with strong reputations for educational excellence.
- Proven educational leader and thinker – respected by academic colleagues with a record of improving teaching / learning and introducing new pedagogical techniques and attitudes. A thoughtful leader with things to say about 21st century education, skills and pedagogy. Success in instilling these skills and behaviours in staff and students.
- Experience and knowledge of IB – strong credibility in matters relating to the IB, its operations, curriculum, pedagogy and on-going development. Ideally, senior level experience gained in an authorised IB Diploma school.
- Experience of residential community life – significant time spent in a co-educational school, ideally with specific experience of 16-19 age range or the ability to adapt to residential community life in a challenging natural environment.
- Initiating and leading change – proven ability to develop effective management structures and build, lead and develop teams, aligning activities within an overall vision.
- External relations – successful relationship building with donors, funders, governmental organizations and NGOs. Ability to build strong relationships with relevant government representatives is of particular importance, this being a primary source of College funding.
- Stewardship – record of utilizing and allocating resources wisely, developing strategic and operational plans, establishing sustainable budgets and successfully implementing them.
- Language skills – an excellent command of the English language is essential. Knowledge of one or more Nordic languages is highly desirable. Candidates without proficiency in a Nordic language are advised actively to acquire basic skills.
- Other useful experience – given the distinctive Nordic character of the College, an active interest and understanding for Nordic culture, language and working practices will be valuable. Additionally, the beautiful natural environment of the College means that the appointee should be experienced in/willing to adapt to living a relatively rural lifestyle in what can be challenging conditions (weather, daylight, distance from large urban centre etc.).

Personal Characteristics



- Intellectual capacity and stamina to deal with a wide span of duties, and the flexibility to balance the internal and external demands of the role of Rektor. Open minded and intellectually curious with the personality to inspire others to push boundaries too, and the confidence as a leader to handle the consequences of an active, engaged and challenging staff-student community.
- Able to spot talent, recruit, develop and retain excellent staff and forge successful and diverse teams.
- Compelling and passionate communicator, adept at conveying a vision and inspiring others to support and drive through initiatives. Highly visible to and accessible within the College community.
- Consensual yet decisive; able to inspire and energize debate, facilitate group thinking and move assertively to decision making. Confidence to encourage dialogue on key issues and willingly seeking input and advice from all quarters of the community.
- High level of emotional intelligence.
- Confident delegator able to lead and deliver through others, empowering staff to take responsibility recognizing that this is also the best way of developing future leaders.
- Strong cultural awareness with total commitment to the values of a multicultural independent residential school. Adaptable yet also clear minded, accepting of differing points of view with commitment to fostering a community in which all parts feel valued and motivated to participate.
- Firm belief in UWC values of service, community, compassionate behaviour and education as the key drivers of future generations.
- Instinctive understanding of what constitutes 'excellence' and what it takes to achieve and sustain it, with a determination constantly to seek improvement for students, staff and all stakeholders.

Remuneration & Recruitment Process



Remuneration

The Rektor's remuneration package will be competitive and reflect the significance of the role. The Board will take into account the particular circumstances of each individual candidate.

Recruitment Process

Overview

The appointment of the Rektor is the responsibility of the Board which has formed a search committee that will ultimately report to the Board, to seek validation of the chosen candidate. Perrett Laver has been retained to support and advise the search committee in undertaking its duties, both in the identification of the most diverse and highly talented range of candidates possible and in the assessment of candidates against the selection criteria.

How to apply

Applications should consist of a full curriculum vitae and a covering letter. It should outline how you are equipped to lead the College and why you are interested in doing so, a statement of your educational philosophy and the names and contact details of four referees.

Please submit all applications to: <https://candidates.perrettlaver.com/vacancies/> quoting reference number **3295**. The closing date for applications is 0900hrs (GMT) on Thursday 23rd November 2017. Applicants are asked to provide suitable daytime and evening telephone contact details.

The longlist of candidates will be determined in the week commencing 27th November 2017 and longlisted candidates will be invited for interview with Perrett Laver during the weeks commencing 4th and 11th December 2017.

The shortlist of candidates will be selected in the week commencing 8th January 2018. Shortlisted candidates will be invited to have informal Skype conversations with UWC Red Cross Nordic's search committee in the week commencing 15th January. Selected candidates chosen to progress to the final stages of the process will be invited to visit the College and take part in formal interviews during the week commencing 29th January 2018.