

Dean

Kedge Business School (BS), based in Marseille, Bordeaux and Paris, has engaged our services for the recruitment of an outstanding individual for the position of: **DEAN**

A member of the Executive Committee and reporting directly to the Managing Director, the main duties of the new Dean will be to draw up and implement the strategic plan for the development of Faculty and research, as voted by the Executive Committee.

As part of these duties, the Dean will be responsible for the following activities:

1. **Improve the academic reputation of Kedge BS.**

- Strategic leadership of the academic team's research activity, ensuring: a) its multi-dimensional impact on the School's key environments (companies, sponsors and partners, students, academic world, ...), b) its dissemination in appropriate formats to key communities, and c) its potential for added value in various forms, both nationally and internationally,
- Reinforce the appeal of Kedge BS to relevant audiences as a centre of excellence for teaching and research.

2. **Manage, develop and organize the Faculty.**

- Promote the professional development of the academic teams; manage the academic recruitment policy and processes,
- Promote and set up the necessary support systems to help members of Faculty face the challenges of the institution, and in particular the challenges stemming from the digitalization of courses and of processes,
- Improve the Faculty leadership, management and organization structures, with a particular focus on developing the role, responsibilities and running of academic departments.

3. **Develop a Total Quality Management approach to the benefit of the Kedge stakeholder experience (students, companies, partners, staff...).**

- Provide leadership for teaching excellence as well as for research excellence,
- Oversee the institution's strategy for the quality of the teaching and of the programmes designed and delivered in collaboration with the Director of Programmes and his teams,
- Ensure that each student receives from members of Faculty the support, backing and feed-back required for a positive learning experience,
- In collaboration with the Director of Programmes, guarantee the relevance of the curriculum, its direct link with the research activities and expertise of the School, as well as its compliance with the needs of the job market. Along with the Director of Programmes, the Dean also oversees the coherence of the overall programme portfolio.

4. **Develop a culture of innovation and collaboration within the Faculty.**

- Develop projects that encourage members of Faculty to collaborate effectively in the realization of the institutional strategy,
- Embrace, share and spread a culture of innovation and achievement to the benefit of stakeholders,
- Build any bridges and relationships with companies, institutions and authorities that create an environment for the successful development of Kedge's academic initiatives.

5. **Contribute to the internationalisation of the Group.**

- Set up or strengthen processes to reinforce the international dimension of the Faculty,
- Take part in plans and projects for the development of on-line courses contributing to the renown and appeal of the Kedge brand internationally,
- Assist with projects that increase the number of international students on Kedge's campuses.

Previous experience and essential qualifications:

- Educated to PhD level, ideally qualified to supervise research (*HDR*),

- Successful previous experience in a similar position in a context of change management and reorganisation / or / Successful previous experience of business transformation and development of organisations employing a highly skilled workforce,
- High level international practice and experience,
- Excellent knowledge of higher education in general, and of the Business School environment in particular, including an understanding of the French context ,
- Expert knowledge of international evaluation and accreditation systems (AACSB, EQUIS, AMBA),
- Portfolio of international-level publications,

Person specification:

- Ability to develop strategic vision in a context of change,
- An academic leader and manager, able to motivate and lead the Faculty team throughout their transformation projects,
- Peer-level recognition for an outstanding academic record,
- Project-oriented approach; ability to take initiatives and develop a team spirit around shared objectives,
- Results-oriented, with advanced human resource management and organization management skills,
- Highly developed interpersonal and communication skills, both in French and in English.
- Determined and highly persuasive,
- Good listener, conveying messages and information effectively and with courtesy,
- Dynamic and proactive,
- Excellent standards of professional and personal conduct,
- Global mindset,
- High personal and professional integrity, and respect for the human values framework of the School.

Job details:

- The role will be based in Bordeaux, requiring frequent travel,
- Full-time Professorial contract, with a 4-month probationary period,
- Remuneration package in line with the successful candidate's profile,
- The successful candidate will be expected to take up this position at the start of the 2018-2019 academic year.

Recruitment process:

Please email your application (comprehensive curriculum vitae [CV], covering letter, list of referees) to recrutement@headway-people.com

Following two interviews with **HEADway** recruitment consultants, shortlisted candidates will be invited to attend further interviews with the Kedge BS senior management team.

Ref	DEANKBS002
Date de dépôt	16-01-2018
Date de prise de poste	01-09-2018
Catégorie	Top Management / Dean
Statut	Close
Contrat	Full-time Professorial contract, with a 4-month probationary period
Localisation	Bordeaux (France)



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