



Dean of Faculty F/M

HEADway People is a leading direct sourcing specialist recruiting exclusively for the higher education, research and training sectors. **ESSCA**, a leading School of Management based in Angers and with numerous campus locations throughout France and overseas, has engaged our services for the recruitment of an outstanding individual for the position of:

DEAN OF FACULTY

Reporting directly to the Managing Director of ESSCA, the Dean of Faculty will be responsible for the following main activities:

1. Manage, develop and organise the Core Faculty

As part of these duties, the successful applicant will propose all necessary measures to support the development of professors, promotions, salary increases, and individual plans for personal development and training. To this end, the Dean of Faculty will draw on the recommendations of the recently created Joint Review Panel, the Associate Dean for Research and the Associate Dean for Teaching & Learning.

2. Support the Teaching & Research Unit (UER) and Teaching Unit (UE) Managers in their duties

In particular, assist these managers in their duties of coordinating teaching programmes and approaches, supervising their teams, making management decisions, drawing up workload plans for full-time faculty, requesting leave in keeping with ESSCA's rules and regulations, and coordinating the management of lecturers in conjunction with the relevant programme directors.

3. In conjunction with the Programme Directors, contribute to the Group's programme development strategy. This will entail:

- Ensuring the application of ESSCA's brand standards, particularly in terms of quality control and "Assurance of Learning" (Learning Goals, Learning Objectives, Skills Attainment Diagnoses, Student Evaluations of teaching, etc.) throughout our national and international campus locations,
- Ensuring that staff cover rates are maintained in the Teaching & Research (UER) and Teaching (UE) Units on all campuses and for all programmes.

4. Support the quality of teaching on all campuses, in line with the teaching policy drawn up by the Associate Dean for Teaching & Learning.

5. Support the development and stimulation of academic research within the Faculty as well as strengthening its impact on ESSCA's economic and professional environment, in line with the research policy drawn up by the Associate Dean for Research.

6. Manage the incoming and outgoing flow of core faculty in line with the Odyssee24 Strategic Plan.

7. Run and/or participate in and/or represent the School at various commission and committee meetings: Qualification Committee, Joint Review Panel, Faculty Management Committee (FAMCO).

8. Take part in the CSE (Social & Economic Committee) meetings as a representative of the Senior Management team.

9. Contribute to the development of academic partnerships with other reputable Institutions.

Person specification:

Previous experience and essential qualifications

- Academic profile, Educated to PhD / doctoral degree level
- Sound knowledge of the Business School environment and the challenges faced
- A minimum experience of 10 years working as a professor and researcher
- Minimum management experience as a Head of Department
- Experience of recruiting faculty members
- International career background
- Proven academic credentials in terms of research

Desirable personal qualities

- Proven leadership qualities and skills, charismatic
- Strategic and global vision (participation in Executive Committee meetings)
- Innovation and creativity
- A true passion for education
- Service-oriented culture, where the student experience is seen as paramount
- Proven managerial credentials and ability to work in a team
- Empathy towards others, with excellent relationship-building and communication skills both internally and externally
- Service and performance-oriented culture
- Rigorous, structured, good at organising others and organised.

Job details:

- The role will be based in Angers, requiring frequent national and international travel,
- Full-time Professorial contract, with a 4-month probationary period, renewable once,
- Attractive remuneration package in line with the successful candidate's profile and experience
- The new Dean of Faculty will be expected to take up their appointment in September 2021 at the latest.

Recruitment process:

Please email your full application (CV, covering letter and references) to: s.obarowski@headway-advisory.com.

Following two to three interviews with the **HEADway People** recruitment consultants, shortlisted candidates will be invited to attend further interviews with our client's senior management team.

Date de dépôt	15-06-2021
Date de prise de poste	Dès que possible
Catégorie	Direction générale
Statut	Close
Contrat	CDI
Localisation	Angers



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