



EST. 1597

**GRESHAM**  
COLLEGE



# EXECUTIVE DIRECTOR

CANDIDATE BROCHURE  
WINTER 2023



## INTRODUCTION

Gresham College seeks an exceptional individual to serve as its next Executive Director. The Executive Director will build on a 400-year history and lead the College into a bold and ambitious future as it seeks to grow its audience base and income.

Gresham College sits at the intersection of academia, content production and public engagement. The College has been providing free public lectures of exceptional quality since 1597 when Sir Thomas Gresham founded the College to bring the 'new learning' to Londoners. Today the College carries on Sir Thomas's vision, bringing some of the world's most brilliant minds to speak in fields ranging across the arts and sciences.

During the COVID-19 pandemic, Gresham College significantly expanded its international audience through its online lecture provision. The incoming Executive Director will seek to grow this audience further by developing new ways for the public to engage with the College's content,

with a particular focus on demographics that have not traditionally engaged with the College's offering. As a strong external ambassador and broker, they will build further partnerships in London and beyond.

The Executive Director will bring an affinity with and empathy for academia. They will have significant leadership experience gained in complex organisations and strong commercial acumen and will understand how to develop and disseminate innovative content for a wide range of audiences. Gresham College is an ancient endowed body and one that has a collegiate approach to governance. The new Executive Director will be empowering in their approach, and an excellent team and consensus-builder. They will have the dexterity to work with a wide range of different sponsors and stakeholders.

This is an exciting time to join Gresham College and an opportunity to make a significant contribution to a historic institution.

# ABOUT GRESHAM COLLEGE



Gresham College has been providing free public education across the arts and sciences since 1597, when Sir Thomas Gresham's executors founded the College to bring the 'new learning' to Londoners, in English rather than Latin (the language of universities for most of Europe at that time). It was the first Institute of Higher Education in London – and is the third oldest higher education institution in England. Within two generations of the College's foundation, discussion at the College had led to the foundation of the Royal Society: it is no exaggeration to say that some of the seeds of the Enlightenment were sown by Thomas Gresham.

Gresham College is an independently funded educational institution. The College is a company limited by guarantee and has charitable status, with its own Council acting as its Board of Trustees.

The College continues to operate in accordance with the founder's original vision. It has no registered students, runs no courses and does not confer degrees or diplomas. Its mission is to make lifelong learning of the highest quality, across a range of subject areas, freely available.

Gresham content is currently delivered through a programme of free public lectures. At any one time the College has ten Professors: they, and selected invited speakers, give between them some 140 lectures a year. All are open to the public, free of charge; and all are live-streamed and archived online, with thousands of past Gresham lectures accessible through the College website.

Since 1991, the College office has been based at Barnard's Inn in Holborn, and many lectures are given in the Inn's historic Hall; but a wide range of other venues are also used, in particular the Museum of London.

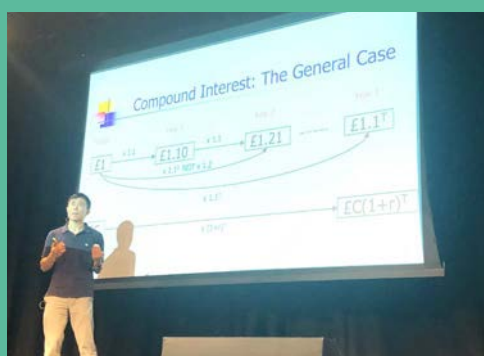


Professor Leslie Thomas KC (Gresham Professor of Law)

# GOVERNANCE

The College is registered with the Charity Commission and at Companies House. Its main source of funding is currently income from the Gresham Estate, administered jointly by the Mercers' Company and the City of London Corporation through the Joint Grand Gresham Committee.

The Gresham College Council (equivalent to a Board of Directors) is composed of a maximum of 15 persons, of whom 4 each are appointed by the City of London Corporation and the Mercers' Company, with others being co-opted by Council itself. The Council may delegate certain powers to the Finance and Remuneration Committee and Nominations Committee. The Academic Board consists of Gresham Professors (Visiting Professors are also invited), and Gresham Fellows (a small number of former Professors), its main function being oversight of the academic programme of the College, including quality assurance and monitoring. Visiting Professors are usually appointed for a three or four-year period to deliver three or four lectures per year.



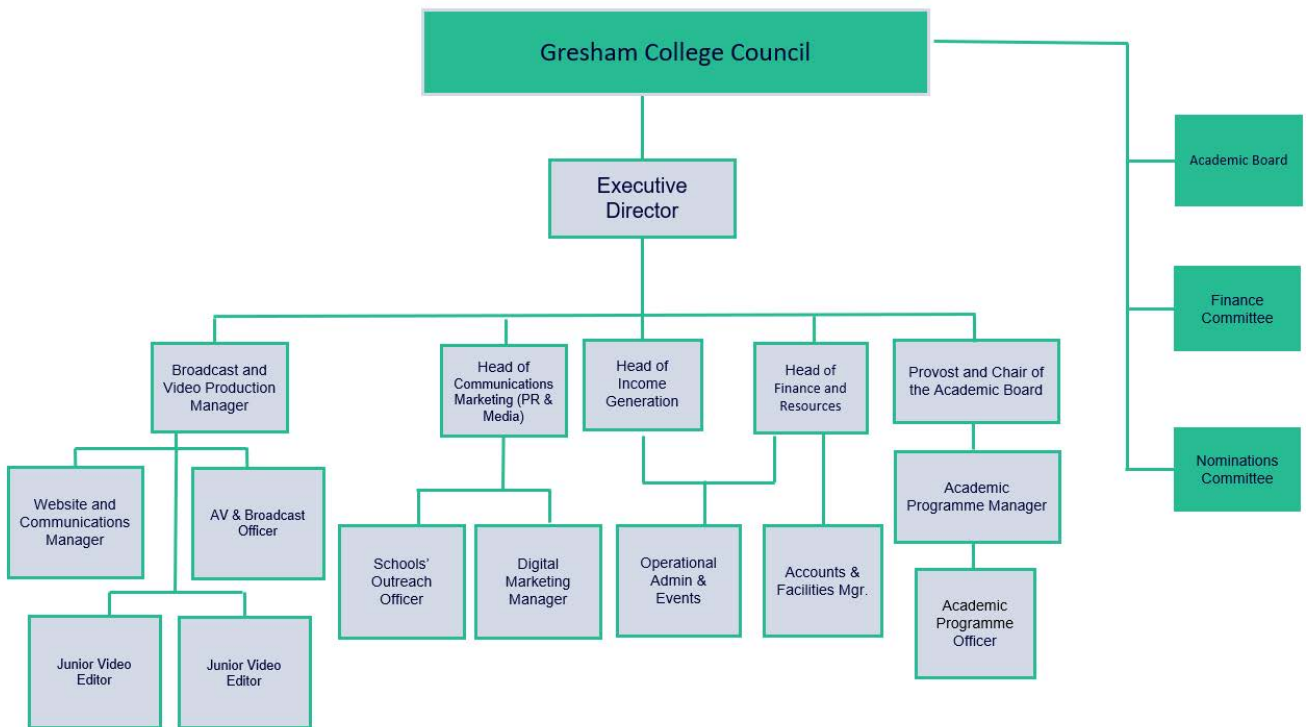
Above: Dr Maggie Aderin-Pocock MBE

Top right: Professor Marina Frolova-Walker (Gresham Professor of Music) and Peter Donohoe CBE (at piano)

Above right: Professor Alex Edmans (formerly Mercers' School Memorial Professor of Business)



# ORGANOGRAM






Vectorial capacity- R for vector-borne di

$VC \approx m a^2 p^n$

m= mosquito density  
a= human biting habit (anthrophilia)  
p= probability of mosquito surviving a full day after being infected  
n=how many days before mosquito infectious



## THE ROLE

The Executive Director will:

- Provide strategic leadership to the College; develop and deliver an ambitious and creative vision and refreshed strategic plan agreed with Council;
- Provide organisational leadership; ensure effective and clear oversight of the College's finance, HR, governance and day-to-day executive operations;
- Lead on the College's commercial development and growth; seek to increase global audience engagement, and help to identify novel technology-enhanced ways of sharing knowledge and delivering the College's content whilst diversifying and growing the College's sources of income;
- Act as an effective ambassador for Gresham College; raise public recognition and brand awareness of Gresham College on a national and international stage, and build relationships with external sponsors and partners;
- Engage effectively with the Council of Gresham College; guarantee clear and timely communication with the Council, and consult with them on the strategic future of the College; lead on maintaining the relationship with the College's key sponsors (the Mercers' Company and the City of London Corporation) and with other stakeholders;
- Collaborate closely with the Provost on the academic strategy and academic operations of the College;
- Be an excellent leader to the fifteen members of staff; empower the team within the College and provide effective development opportunities and support.



# PERSON SPECIFICATION

## EXPERIENCE AND SKILLS

Strong candidates will:

- Have broad senior strategic leadership experience encompassing strategy-setting, and overseeing complex operations;
- Possess experience of leading organisations through a period of innovation and growth;
- Provide experience of increasing income and growing an audience base through funding and collaborative projects; they will have strong financial acumen;
- Bring an appreciation of content, distribution and the possibilities of technology;
- Demonstrate political astuteness and an ability to lead in a consensus-driven and complex environment;
- Be a creative thinker, able to see the value in the tangible and intangible assets and competencies of Gresham College and realise their true value;
- Bring exceptional interpersonal and communication skills;
- Be an excellent external ambassador, capable of raising awareness and building partnerships with a wide range of sponsors;
- Have a strong understanding of digital content dissemination and of the audiences for lifelong learning;
- Be experienced in successful and inclusive team-leadership;
- Have an understanding of the operations of charitable and public organisations.

## PERSONAL QUALITIES

Strong candidates will possess:

- A passion for the social and educational mission of Gresham College;
- An ability to inspire, excite and engage the team, and to win the respect of the Academic Board;
- Personal integrity in engaging with the team and wider stakeholders at Gresham;
- A creative, innovative and entrepreneurial approach.

# EQUAL OPPORTUNITIES

Gresham College encourages applications from those of diverse backgrounds. The College is committed to fairness, consistency and transparency in selection decisions. Panel members are aware of the principles of equality of opportunity and fair selection. Gresham College's equal opportunities in employment policy (in accordance with the Equality Act 2010 and the protected characteristics defined therein) is stated as follows: The only

consideration in recruitment, training, appraisal and promotion of employees will be how the genuine requirements of the post are met or likely to be met by the individual under consideration. These requirements being met, no regard will be taken (except where the law allows) of that person's race, sex, age, marital status, number of children, disability, sexual orientation, or beliefs or lawful preferences, privately held, on any matter, including religion, politics and sex.



Emeritus Professor Jo Delahunty KC (formerly Gresham Professor of Law)





## HOW TO APPLY



Gresham College has retained Minerva ([www.minervasearch.com](http://www.minervasearch.com)) to advise on this appointment.

If you would value an informal conversation prior to making an application, please contact Minerva via [gresham@minervasearch.com](mailto:gresham@minervasearch.com). Anyone who wishes to express an interest in the role should send a covering letter explaining their interest and relevant experience for the position together with a full CV to [gresham@minervasearch.com](mailto:gresham@minervasearch.com).

It is envisaged that interviews will take place in early April 2023.

**MINERVA**

