

MINERVA

Executive Director The Europaeum



Photo credit: Student Anudini Wijayarathna (University of Helsinki)

Candidate Pack
February 2026

About the Europaeum

The Europaeum is a network of 17 leading European Universities connecting students across disciplines, cultures, and countries. It was established in 1992 by the University of Oxford and today it runs strikingly successful Winter, Spring and Summer Schools, public debates, seminars, joint teaching programmes, lectures, and workshops. In 2018, the Europaeum Scholars Programme was launched. This unique programme brings together thirty or so of Europe's best doctoral students. They participate in a series of seven modules, each of three to five days, spread over two years, and work in teams to produce new policy proposals for making Europe a better place. The overall goal is to create a morally aware cadre of young people who have developed the qualities of leadership, learned how to work collaboratively and who are committed to shaping the future of Europe for the better.

The Europaeum was created in the heyday of European idealism. Today, with Europe, as elsewhere, suffering from polarisation and inequality, and with liberal democracy under threat both externally and internally, it is more needed than ever.

The Europaeum is registered as a UK Charity and is a not-for-profit company limited by guarantee. It is overseen by a distinguished set of Trustees drawn from across Europe.

The position of Executive Director will become available in June 2026 when the current Executive Director, Anthony Teasdale, will step down. The Trustees seek to appoint a successor to take up post as soon as possible thereafter (precise start date to be agreed with the successful candidate).



The Role

The Europaeum is looking for someone who will see this role as a significant way to help tackle Europe's challenges. They should want to make a difference, and we want someone willing to use to the full the soft power that this network of leading European universities provides. The position will appeal to someone who wants not only to ensure effective stewardship of the organisation, but who also has the imagination and drive to shape its next phase of growth, deepen its external engagement, and position it more visibly within Europe's intellectual and policy landscape.

Responsibilities

We are seeking an Executive Director (on a 0.6 FTE to full-time basis)¹ to lead the Europaeum into its next phase, strengthening its visibility, partnerships, and long-term sustainability.

Working closely with the Trustees, Academic Council, Programme Directors, and the Fundraising & Partnerships Officer, the Executive Director will:

- Provide strategic leadership and help shape the Europaeum's long-term direction
- Serve as the organisation's senior external representative to Rectors, Deans, funders, policymakers, and partners
- Travel regularly to member universities to maintain visibility, strengthen relationships, and support programme delivery
- Drive fundraising efforts, including donor cultivation and institutional partnerships
- Promote the Europaeum's mission, programmes, and impact across Europe
- Ensure effective governance and compliance with UK charity and company regulations
- Work collaboratively with Programme Directors and the Secretariat to ensure smooth internal operations

¹ The arrangement will depend on the background and preference of the final candidate, with the expectation of a higher percentage for an individual who could combine the Executive Director role with a significant fund-raising role.



Person Profile

The successful candidate will demonstrate:

Essential

- Experience leading small teams or projects in complex or resource-constrained environments
- Strong understanding of European higher education systems and academic cultures
- Intellectual credibility, ideally grounded in academic or policy experience
- Confidence in representing an organisation to senior academic and institutional leaders
- Demonstrated aptitude for partnership-building or fundraising
- Excellent interpersonal skills and the ability to work effectively with students, academics, administrators, donors, and Trustees
- A willingness and ability to travel frequently across Europe
- Strategic judgement, integrity, and the capacity to articulate the Europaeum's purpose persuasively

Highly Desirable

- Experience working across multiple European countries or universities
- Experience engaging with foundations, major donors, or corporate partners
- Successful experience of fundraising
- Knowledge of more than one European language
- Experience within higher education leadership, the public sector, NGOs, or policy environments



Terms and Conditions

Location

The job is primarily located in the Head Office of the Europaeum (in property belonging to St Antony's College, Oxford). The small, but exceptionally able team is based there (3.4 FTE). However, the Executive Director will also be expected to spend time in other of the member universities across Europe (a) overseeing the core activities which include the week-long Winter, Spring and Summer Schools; (b) being present for parts of the 3-5 day Scholarship modules; and (c) travelling to other events and engaging in meetings with key people in the Europaeum's member institutions and others.

Some hybrid-working is possible in this role, but sufficient presence and visibility in the office in Oxford to ensure that the team works well is essential.

Salary

The salary, commensurate with experience, is around £80,000 (full-time equivalent).

Annual Leave

There is a generous pro-rata holiday entitlement equivalent to 30 days annual leave for a full-time position, (plus UK) public holidays. The Executive Director will be expected to take all holidays so as to avoid important dates involving Europaeum activities even if these clash with UK public holidays. There would be time off in lieu.

Pension

If the successful applicant is already a member of USS (the UK universities superannuation scheme) and able to remain so, the Europaeum will contribute to this at the normal rate. If this is not applicable, the Europaeum will contribute to a private pension at a rate equivalent to what its contributions to USS would have been.

Probation period

The appointment comes with a 6-month probation period.



Accountability and Reporting

Full details of the governance of the Europaeum can be found on the website (www.europaeum.org). As that makes clear, the Executive Director is accountable to the Trustees of the Europaeum. In between meetings of the Trustees, the Executive Director will report twice a year to the Academic Council, an important advisory body, which represents all the member universities. There may also be some reporting to an Executive Committee (which is also advisory).

The Application Process

The Europaeum has retained an executive search partner, Minerva, to advise on this appointment.

Candidates are invited to submit:

1. A **statement of interest** (max. 800 words) outlining their motivation and suitability
2. A **full CV**
3. The names and contact details of **three referees** (one of whom may be contacted for each shortlisted candidate prior to interview)

To apply, please send the above to europaeum@minervasearch.com

All applications must be received by midday UK time on 17th March 2026.

Interview Dates

Interviews are likely to be held in late April and early May. The exact date(s) will be communicated later to those called for interview.

The Appointments Committee

The composition of the Appointments Committee will be communicated later to those called for interview.

Pre-Employment Screening

Please note that the appointment of the successful candidate will be subject to standard preemployment screening, as applicable to the post. This will include right-to-work, proof of identity and references.

Further Inquiries

Anyone seeking further information should address their questions, in the first instance, to europaeum@minervasearch.com. However, if the questions seem to require it, there may also be the possibility of discussion with the Chair of Trustees via the Europaeum office. Shortlisted candidates will have the opportunity to meet members of the Secretariat and Programme Directors before interviews.

