



Job profile



WAGENINGEN
UNIVERSITY & RESEARCH

Supervisory Board
Member
on nomination of the
central participation
councils





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Mission

"To explore the potential of nature to improve the quality of life" is the mission of Wageningen University & Research. Wageningen University & Research is a knowledge institution that not only develops high-quality knowledge within the domain 'agriculture, healthy food and living environment', but also helps to apply this knowledge all over the world. Wageningen University & Research conducts world-leading fundamental research and has a strong position as a provider of applied scientific research. Wageningen University & Research trains professionals who will create breakthroughs in knowledge and technology in the near and distant future.

Vision

The world is changing dramatically. The world population is growing, while the western world is ageing. Pressure on land use is increasing, giving ecologically less damaging forms of food production more opportunity. The climate is changing and fossil fuels are becoming scarcer, offering new opportunities to exploit sustainable alternatives profitably. There is an increasing social need for healthy, versatile, sufficient and safe food. For the urgent challenges within Wageningen University & Research 's domain, there are no one-dimensional solutions. This is why Wageningen University & Research cherishes the open connections that exist between the natural and social science disciplines within Wageningen University & Research.

Wageningen University & Research also looks beyond its own domain, applying knowledge developed elsewhere to themes in the domain of 'agriculture, healthy food and living environment'.



In the coming years, it wants to further expand its leading position in this domain. Wageningen University & Research wants to do this in close cooperation with government and industry, fellow knowledge institutes and universities at home and abroad. Staying ahead internationally, combining financial flows with other parties, sharing knowledge and finding sustainable solutions to the major challenges the world is facing. That is Wageningen University & Research's boundless ambition.

Strategy

The strategic plan chooses investment themes with which Wageningen University & Research sets important accents in the development of its expertise. They are chosen in areas where various scientific disciplines in its domain converge. These areas contain pressing and relevant challenges in which Wageningen University & Research can make a unique contribution with its expertise. The combination of different scientific disciplines creates new insights that enable Wageningen University & Research to make leaps forward in areas such as climate, circularity, nature and landscape, human and animal health, food safety and supply and digitalisation.

Organisational structure

Wageningen University and Wageningen Research are both part of Wageningen University & Research. They are two separate legal entities working together within sciences groups. Each Sciences Group consists of a university department and one or more specialised research institutes and is managed by a general director and a director of operations. Over 7,700 (7,000 fte) employees work at Wageningen University & Research.

The Sciences Groups:

- Agrotechnology and Food Sciences Group
- Animal Sciences Group
- Environmental Sciences Group
- Plant Sciences Group
- Social Sciences Group

Wageningen University

Wageningen University is the only university in the Netherlands that focuses specifically on the field of 'agriculture, healthy food and living environment'. Wageningen University has been the best university in the Netherlands for nineteen years according to the Centre for Higher Education Information's choice guide. The university has 13,100 students (both Dutch and foreign) and offers bachelor's and English-language master's programmes.

Wageningen University also has 2,500 PhD and EngD candidates who contribute substantially to research. The training of PhD students is shaped by six graduate schools. The university has a budget, most of which consists of state funding. A smaller portion comes from project funding and contract research, and other income comes from tuition fees, course fees and other income.



Wageningen Research

The specialised research institutes united in the Wageningen Research Foundation carry out application-oriented and practical research. They work commissioned by the government, industry and non-profit organisations. Research is often carried out in a partnership of several research institutes with or without the university and often also with external Dutch or international knowledge partners. As part of One Wageningen, Wageningen University & Research encourages internal cooperation. The research institutes have close ties with the Ministry of Agriculture, Fisheries, Food Security and Nature. Part of the turnover is obtained through precompetitive research. In addition, several statutory research tasks are housed at Wageningen Research.

The research institutes are listed below and cover the following areas:

- Wageningen Environmental Research: high-quality and sustainable green living environment.
- Wageningen Bioveterinary Research: protection of animal and public health.
- Wageningen Food & Biobased Research: sustainable innovation in healthy food, fresh produce chains and biobased products.
- Wageningen Marine Research: more sustainable management and use of marine, coastal and freshwater areas.
- Wageningen Economic Research: social economic research and sustainable economic development.
- Wageningen Livestock Research: sustainable and profitable livestock farming.
- Wageningen Plant Research: sustainable agriculture and horticulture through scientific research on plant production, crops and food security.
- Wageningen Food Safety Research: safe and reliable food.

In addition, Wageningen University & Research has the Facilities Department and several corporate staff departments:

1. Corporate Communications & Marketing
2. Corporate Finance & Control
3. Corporate Governance & Legal Services
4. Corporate Human Resources
5. Corporate Strategy & Accounts
6. Corporate Value Creation
7. Education & Student Affairs

Governance

The members of Wageningen University & Research's Board of Governors form the Executive Board of Wageningen University and the Executive Board of Wageningen Research through a personal union.



The Executive Board is in charge of the administration and management of the entire organisation. The board consists of three members: president dr.ir. Sjoukje Heimovaara, vice-president and rector magnificus prof. dr. Carolien Kroeze and portfolio holder finance, business & services Rens Buchwaldt MBA.

The Executive Board is accountable to the Supervisory Board. Wageningen University and the Wageningen Research Foundation maintain a personal union, also for the Supervisory Board. The members of Wageningen University's Supervisory Board are the same as the members of Wageningen Research Foundation's Supervisory Board. This means that the appointment of a Supervisory Board member actually involves two appointments, namely:

1. appointment as member of the Supervisory Board of Wageningen University
2. appointment as a member of the Supervisory Board of Wageningen Research Foundation

In the personal union, Wageningen University's Supervisory Board and Wageningen Research's Supervisory Board oversee the management, administration and general affairs of Wageningen University & Research. They also advise the Executive Board.

The Supervisory Board shares responsibility for the Good Governance Code and Wageningen University & Research governance in terms of the relationship with the Executive Board and employee participation.

Members of the Supervisory Board are appointed by the Minister of OCW and the Minister of LNVN.



Position

Composition of the Supervisory Board

The Supervisory Board has six members, who serve for a term of four years and retire according to a schedule set by the board. After the four-year term, members may be nominated for reappointment to the minister for a second term, with the rule being that a member will not serve for more than eight consecutive years. The Supervisory Board has three committees: the audit committee, the education and research committee and the appointments committee.

The current supervisory board is formed by the following members:

- Prof. dr. E. (Elbert) Dijkgraaf (chairman)
- Prof. dr. F.P.T. (Frank) Baaijens
- B.C. (Bert) Jansen MSc
- drs. T. (Tjarda) Klimp
- dr. K. (Kirsten) Schuijt
- M.A. (Mariëne) Verhoef MSc

Profile of the Supervisory Board

Each member of the Supervisory Board must be capable of assessing the main aspects of Wageningen University & Research's overall policy.

Supervisory Board members each have the specific expertise necessary to fulfil their duties within their role within the framework of the Board's profile.



The members of the Supervisory Board meet the requirements set out in Article 5 of the University Governance Code as applied to Wageningen University & Research.

The members of the Supervisory Board should collectively have a balanced distribution of background and expertise across the following fields:

- Scientific education and research
- Affinity with the domain of Wageningen University & Research
- Business
- Societal
- Public Administration
- Finance
- International

The Supervisory Board pays attention to the following three focus points:

- The political orientation of candidates should not be an issue when appointing members of the Supervisory Board.
- At least one of the members particularly enjoys the confidence of the Central Participation Councils.
- Diversity in the Supervisory Board including paying attention to attention to gender balance.



Candidate profile

General knowledge and experience

The Supervisory Board is looking for two new members. One of these members will be appointed on nomination of Wageningen University & Research's Central Participation Councils.

The new member of the Supervisory Board -on nomination of Wageningen University & Research's Central Participation Councils- is a team player who thinks constructively and critically, acts with integrity, builds bridges and has analytical (judgment) skills. The new member of the Supervisory Board will challenge the board in discussions on strategic issues, hold up a mirror and help find solutions. The Supervisory Board strives for a diverse composition, also in relation to the international character of Wageningen University & Research.

General profile for the new Supervisory Board member:

- Is someone who is sincere and true to themselves, who can connect well while providing clear guidance, motivating those around them, and being sharp and decisive in their actions and communications;
- Is used to acting at management/board level;
- Is committed to the field and mission of Wageningen University & Research and recognizes its significant societal impact;
- Is able to assess the performance of the Executive Board members as objectively, independently and impartially as possible, taking into account the interests of Wageningen University & Research and the persons and organizations involved;
- Strong in forward thinking and open to new ideas, effective at problem solving.



The profile applicable to the new member of the Supervisory Board appointed on the nomination of the central participation bodies:

- Has experience in and relations with public administration and can add societal perspective;
- Has knowledge and experience of human resources management, staff development and organizational development;
- Has experience with academic research & education and has an eye for the interests of students and staff;
- Experience as a Supervisory Board member (or similar role) is desirable but not essential;
- It is important that the new member has a strong connection with one or more of the domains of Wageningen University;
- It is desirable (but not essential) that the new member has some experience in working with participation councils.

Key competences for success

Vision

Can distance oneself from daily practice and concentrates on the main lines and long-term policy. Recognizes the main lines of a problem/discussion.

Leadership

Possesses natural and proven leadership and is therefore seen as a respected leader.

Collaboration and Connection

Prioritizes collective success and places the common interest above personal gain.

Critical thinking

Puts issues up for discussion to arrive at possible new insights or solutions; is able to mirror, question and take a critical look at the organization.

Integrity

Maintains generally accepted social and ethical standards in activities related to the position. Carefully balances interests and different views and respects everyone's dignity.

Organizational sensitivity

Takes other people's circumstances into account and oversees the interests of all stakeholders, being aware of the sphere of influence.



Procedure

Maes & Lunau Executive Search supports Wageningen University & Research during the selection procedure for a Supervisory Board member on nomination of the Central Participation Councils.

- Approach and interview of candidates by M&L
- Presentation of shortlist to the Confidential Committee of the Central Participation Councils
- Confidential committee conducts interviews with candidates (2 rounds)
- Confidential committee nominates at least two candidates for decision-making to the Supervisory Board.
- The selection committee (Supervisory Board) conducts interviews with both candidates.
- Checking references
- The Supervisory Board submits the nomination to the Minister of OCW.
- The Minister of OCW and the Minister of LVVN appoint the member of the Supervisory Board.

Contact details

This search is performed by Irene Wolfs, partner at Maes & Lunau. For more information about this position, please contact Inte Koopman, research consultant via inte.koopman@maeslunau.com or +31 20 535 6268.

Maes & Lunau: Beyond the obvious

We always go that little bit further in everything we do – go beyond the obvious. And why? Because every organisation needs an inspiring leader with unifying qualities and a clear vision. As an executive search firm, our aim is to play an important role in this by helping organisations to improve. This begins by understanding where the organisation wants to go, as well as getting a good sense of the culture, the people and the organisation itself. We will then work on creating a very clear profile which will form the basis for evaluating candidates. We are there for the candidate and the client when the ideal candidate starts in their appointment and continue to keep in touch long afterwards.

Insights in search

Our process is transparent. We say what we do, do what we say and never give up. During the process we hear and see many things and share this information with our clients and candidates. We provide insights in search. Sometimes, when we think a different choice of candidates can be more successful, we will endeavour to make our point by of course talking it through with the client and explain our reasoning.

Your success is what motivates us

Over the past 46 years we have felt responsible for the success of our clients and our candidates. This can only be done with professional and passionate people who are experienced, have the right skills and are genuinely committed. This is how we get results for the organisations and candidates we work for. We believe that success comes from the talent and drive people have. It goes without saying that there's nothing better than combining the success of our clients and candidates.