

APPOINTMENT OF A REKTOR

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CONTENTS

- 03 An Introduction to UWC Robert Bosch College
- 06 The UWC Movement
- 07 Fundraising and Financial Sustainability
- 08 Governance and Leadership
- 09 Role Description
- 11 Person Specification
- 12 Freiburg: The Green City
- 13 Terms of Appointment
- 14 Appointment Process and How to Apply



AN INTRODUCTION TO UWC ROBERT BOSCH COLLEGE

Germany's first and only United World College opened its doors in Freiburg in September 2014 and is a joint project of the Robert Bosch Stiftung GmbH and the Deutsche Stiftung UWC. UWC Robert Bosch College (RBC) is a two-year, pre-university school for 200 students aged 16-19, who in any given year, typically represent over 80 countries with over 60 languages spoken on campus. By engaging in a diverse international community and completing a transformative educational programme, RBC students learn that positive change is possible – through open, honest dialogue and informed, courageous action.

As a United World College, RBC's thriving and committed community personifies the UWC movement and mission: to make education a force to unite people, nations, and cultures for peace and a sustainable future. The UWC movement today comprises 18 Colleges, on four continents, 159 national committees and over 60,000 alumni inspired to make a difference locally, nationally and internationally.

History

RBC is named after the notable German entrepreneur and philanthropist from the early 20th century, Robert Bosch (1861-1942). Robert Bosch's sense of duty as a responsible citizen – made manifest through his contributions to a range of social causes – continues to guide and inspire the work of the Robert Bosch Stiftung GmbH. Since the establishment of the first UWC by Kurt Hahn in 1962, the movement has been committed to educating young adults to be tolerant and responsible individuals and as early as the 1930s Robert Bosch admired Kurt Hahn's work and philosophy, and he shared many of his ideals.

The establishment of UWC Robert Bosch College was a project jointly undertaken by the Robert Bosch Stiftung and the Deutsche Stiftung UWC on the occasion of Robert Bosch's 150th birthday. A former Carthusian monastery in Freiburg was selected as the site for the new school. Following a three-year renovation and construction process, the College officially opened in September 2014. This was possible thanks to an investment of over 50 million euros by the Robert Bosch Stiftung and the Robert Bosch GmbH. UWC Robert Bosch College also enjoys significant support from the state of Baden-Württemberg, the City of Freiburg, and other individual and corporate supporters.

AN INTRODUCTION TO UWC ROBERT BOSCH COLLEGE



Learning

Pedagogy at UWC Robert Bosch College has been inspired and informed by the wealth of experience from other United World Colleges and has been informed by experts in the fields of education, politics and business.

Students speak over 60 languages, while the language in the classroom is English. Some arrive well equipped with good English language skills, others with none at all. Staff embrace this heterogeneity as a chance to encourage students to learn from one another and empower students to become active agents in their own learning process and that of their peers.

At RBC, academic learning through the IB Diploma Programme is combined with a comprehensive programme of extracurricular activities and initiatives, several student-led. This type of holistic education supports the balanced development of human potential in an intellectual, emotional, aesthetic, spiritual and physical regard. As part of this, RBC hosts Special Focus Days which take place five times a year and aim to take a closer look at core areas and central themes in an intercultural context. Examples of recent Special Focus Days can be found [here](#) and [here](#).

The College's Project Weeks are also a highlight in the annual calendar and see students spend weeks researching, planning and organising a concrete project, which typically focuses on the ideas of service or experiential education. In this process, and with a current set budget of 190 Euros per person for the week, students manage finding a project host, location and accommodation on their own and are responsible within this budget for getting safely from the College to their destination and back. Some groups are accompanied by a staff member, while the majority travel without. Experience has proven that carrying responsibility for themselves and for others is an important foundation for personal growth and student autonomy.

Living

For all institutions, but in particular those working in education, pastoral care presents a pedagogical challenge, as any approach that does not progressively transfer more (appropriate) responsibility to the young person fails to prepare them for their role as autonomous adults within society. Since UWC's foundation in 1962 by Kurt Hahn, the approach to pastoral care within UWC has emphasised student responsibility, student autonomy and personal sense-making. Beyond the formal programme at RBC, pastoral care is premised on the "reassuring presence of adults" and on the premise of "care and support", much more than on the premise of supervision. The holistic support structure creates a positive environment for students such that they can grow and develop in accordance with UWC values.

Students have both a Personal Tutor and House Tutor, however they always have access to a wide range of adults and are never restricted to only a few key contacts. The pastoral care programme at RBC is strengthened by shared experiences between students and staff members, for example extracurricular activities and services, meals in the Mensa and the numerous conversations and interactions making up every-day life at a boarding school. This allows all staff members to get to know students in different settings and situations and makes it easier to detect or discuss potential problems.

The College's residential area is located next to the school building. 26 students of mixed gender live in eight houses – four to a room – where they share a dayroom, a kitchen, two bathrooms and a balcony overlooking the Black Forest. The cleaning of the rooms and common area is managed by the students. Within their house communities, students prepare meals together and set up rules and guidelines to ensure that each of the roommates can feel at home. UWC alumni and pedagogues are convinced that a large part of the process of learning about oneself and other cultures happens in the shared student rooms.

AN INTRODUCTION TO UWC ROBERT BOSCH COLLEGE

Sustainability

UWC Robert Bosch College places an emphasis on environmental sustainability. A key area of investigation is how technology can contribute to sustainable, ecologically responsible development. This focus, together with a forward-thinking pedagogical approach and strong extracurricular programme, gives UWC Robert Bosch College a distinctive profile.

Known proudly as a “Green City”, Freiburg is ideally suited to providing an inspiring and informative learning experience for students interested in sustainability, environmental studies and technology. As just one example of the opportunities available to students, the College hosts an annual Young Talents Day as part of Freiburg’s International Convention of Environmental Laureates. Organised by the European Environment Foundation, this inspiring three-day congress brings together recipients of environmental prizes from all over the world to meet, exchange and collaborate.

The College’s School Garden and School Forest are also at the heart of the community and provide a space for learning and recreation. Together with a team of mostly volunteer gardeners and staff, students run the Garden both in winter and in summer. Since 2015, it has been a member of the foundation ProSpecieRara, preserving rare and endangered plants and species.

Further Information

For further information about UWC Robert Bosch College, please find the College video [here](#) and visit the College’s social media channels through the following links: [YouTube channel](#), [Facebook](#), [LinkedIn](#) and [Instagram](#).





THE UWC MOVEMENT

The UWC (United World Colleges) movement is unique. It is the only global educational NGO that intentionally selects students from different socioeconomic backgrounds, cultures, races, religions and nationalities. UWC schools and colleges all over the world deliver a challenging and transformational educational experience to a deliberately diverse group of young people, inspiring them to become agents of positive change in line with UWC's core values.

All UWCs teach the International Baccalaureate Diploma Programme whilst providing an educational experience which emphasises the importance of experiential learning, community service and outdoor activities.

UWC students are selected domestically, in more than 150 countries, through UWC's unique national committee system. Selection is based on demonstrated promise and potential. In accordance with the UWC ethos that education should be independent of the student's socioeconomic means, more than 80 per cent of students selected by UWC national committees receive full or partial financial assistance, funded by generous supporters.

UWC is governed by the UWC International Board and the UWC International Council. The executive arm of the International Board is the UWC International Office. The UWC International Board is comprised of up to 16 Directors, elected by the UWC Council. It has executive responsibility for the governance of the organisation and meets three times a year. Members on the UWC International Board include UWC college/school Heads and Chairs, the Chair and vice-chairs of the National Committees as representatives of UWC's national committee system and members at large.

Further details of the UWC movement can be found at www.uwc.org.



FUNDRAISING AND FINANCIAL SUSTAINABILITY

UWC Robert Bosch College is a non-profit organisation that is financed by both public funds and private donors. The operation of the school is made possible through the financial support from the Robert Bosch Stiftung and the Deutsche Stiftung UWC, as well as from Land Baden-Württemberg, the City of Freiburg, B.Braun Melsungen AG and the Heidehof Stiftung. As such, the College is distinctive within the UWC movement with each and every student being selected without reference to their financial background, resulting in the vast majority of students at the College receiving either a partially or fully funded scholarship.

Since the College's founding in 2014, the number of sponsoring partners providing short- or long-term support has grown. This includes foundations, companies, institutions and a number of private individuals. Some sponsors take on the costs of a student scholarship, while others contribute to the maintenance or development of facilities and equipment. Thanks to all these contributions, large and small, the College is able to cover its running costs and to guarantee that students receive scholarship support independent of their financial background. This financial support is the pillar for creating the deliberate diversity of backgrounds so typical for UWC and so necessary to fulfilling the aim of educating students for intercultural understanding, peace, and sustainability.



GOVERNANCE AND LEADERSHIP

Governance

The Robert Bosch Stiftung GmbH and the Deutsche Stiftung UWC are the two shareholders of UWC Robert Bosch College. Three permanent committees steer the ongoing work of the College: the Shareholders' Meeting, the Board of Trustees, and the Management of the College.

The Board of Trustees comprises eight members, four appointed by each of the shareholders. The Board is currently chaired by Christof Bosch.

Robert Bosch Stiftung GmbH

The Robert Bosch Stiftung GmbH is one of Europe's largest foundations associated with a private company. It works in the areas of health, education, and global issues and with its charitable activities, it contributes to the development of viable solutions to social challenges.

The Foundation benefits from over 50 years of experience and a comprehensive global network of experts and practitioners. With the Robert Bosch Academy, it supports interdisciplinary exchange between decision-makers and opinion leaders. The Foundation also supports the work of high-profile, practice-focused think tanks.

The Foundation holds an approximately 93 percent stake in Robert Bosch GmbH and finances its operations from the dividends it receives from this holding. Since it was established in 1964, the Robert Bosch Stiftung has invested around 1.9 billion euros in charitable work.

Deutsche Stiftung UWC

As a partner of UWC Robert Bosch College, the Deutsche Stiftung UWC brings its longstanding knowledge and experience of the international UWC movement. The Deutsche Stiftung UWC, which is UWC's National Committee for Germany, was established in 1995 and is responsible for the selection of applicants and the funding of scholarships for German students.

The foundation currently offers places to around 50 young people from Germany to attend UWC schools and colleges each year – 25 are selected to attend UWC Robert Bosch College and 25 are placed across the 17 other UWC schools and colleges. The German National Committee also focuses on public relations; supports and guides current students and their parents; and coordinates with the other United World Colleges as well as with UWC International. The office of Deutsche Stiftung UWC is located in Berlin, and their work relies largely on the support of 150 volunteers, most of them are UWC alumni.

Leadership

The Rektor has overall responsibility for a team of 30 teachers (24.5 full time equivalent including House Tutors) and 20 pedagogical and administrative staff members from 18 different countries. The Rektor line manages the Leadership Team which currently comprises:

- Director of Student Life
- Director of Studies
- CFO



ROLE DESCRIPTION

Context for the Appointment

The role of Rektor of UWC Robert Bosch College is one of the most exciting, rewarding and challenging leadership roles in international education. With its inspiring mission, deliberately diverse student body, transformative educational programme and distinctive setting, UWC Robert Bosch College has many intrinsic strengths.

The next Rektor will join an organisation that has experienced significant success under the Founding Rektor, Laurence Nodder, and looks to its future with ambition. This is a complex, multi-faceted leadership role. Crucially, the successful candidate must be able to hold in careful balance the principles of trust and authentic responsibility which are a distinguishing feature of this College's community, and they must demonstrate a genuine alignment with the humanistic values at the core of the UWC Robert Bosch College ethos.

Core Purpose

The Rektor will ensure that UWC Robert Bosch College continues to meet its mission of making education a force that unites people, nations and cultures for peace and a sustainable future. Through the provision of an outstanding and transformative international education, the Rektor will provide the professional leadership, strategic direction and operational management for the College to flourish.

There is also an ambassadorial component to the role as the Rektor is responsible for working with donors, partners and governments to maintain and build funds, friends and profile for the College. The successful candidate will hold the internal and external dimensions of the post in balance, working strategically and with a strong sense of team to ensure UWC Robert Bosch College achieves its full potential.

ROLE DESCRIPTION



Key Responsibilities

Strategic Leadership and Vision

- To provide visionary leadership, which champions the UWC mission and promotes an aspirational culture where all students and staff are supported and encouraged to achieve their very best in an environment of mutual accountability and respect.
- To be a champion of global, values-based progressive education.
- To work in partnership with an experienced and engaged Board, continuing to develop collaborative relationships.

Organisational Culture

- To maintain an organisational culture based on trust and authentic responsibility.
- To recognise and embrace the important role that student autonomy and responsibility play in the life of the College.
- To champion a culture which is inclusive, ambitious and ensures that the needs of the students are at the heart of all decision-making.
- To provide a safe, calm, happy and respectful experience for all students, teaching and support staff, promoting the wellbeing of all members of the College community.

Educational Innovation

- To be imaginative about the future of education, nurturing RBC's culture of heterogeneity to ensure the College continually delivers a transformative, future-focused education.
- To develop and nurture a culture of pedagogical innovation at RBC.

- To work with both internal and external stakeholders to develop the College's commitment to environmental sustainability.

People Leadership and Management

- To inspire, support and challenge the College's senior leaders to achieve their full potential both individually and as a high-performing team.
- To delegate effectively, encouraging a high responsibility and high accountability culture.
- To build capacity and develop leadership at all levels, championing an open and collegial organisational culture in which staff are empowered to take initiative and ownership.

External Engagement and Financial Management

- To operate as a compelling ambassador for UWC Robert Bosch College on a local, regional, national and international stage, in particular building on its distinctive position in proximity to the Dreiländereck of Germany, France and Switzerland.
- To further develop the existing culture of philanthropy and to engage strategically and persuasively with both current and potential donors.
- To partner with the CFO to ensure effective financial and resource management.



PERSON SPECIFICATION

The next Rektor of UWC Robert Bosch College will be an internationalist with a deep commitment to the UWC mission and values. They will bring most or all of the following experience, skills, knowledge, leadership and personal characteristics.

Experience

- A track record of successful senior educational leadership experience including experience of school development and a commitment to continuous improvement in teaching and learning.
- Demonstrable empathy and understanding, not necessarily gained through direct experience, of the challenges and opportunities of leadership in a boarding context and a belief in the transformative potential of a residential educational experience.
- Proven experience of developing and leading high-performing teams, delegating effectively and creating a culture of individual and collective accountability.

Knowledge and Skills

- High levels of cultural sensitivity and an awareness of the complexities of operating in a multi-lingual and multi-cultural environment.
- A belief in the power of the UWC movement and a willingness to engage positively with the other schools and colleges and the national committees, balancing the needs of UWC Robert Bosch College with the wider UWC community.
- An inspiring communicator able to translate passion into action through meaningful engagement with a wide range of internal and external stakeholders.

- The relationship building skills needed to flourish in a complex, multi-stakeholder environment, and build partnerships with a variety of individuals and organisations to the benefit of UWC Robert Bosch College.
- An understanding of the importance of fundraising in successful 21st century school leadership, and a willingness to use time strategically to build philanthropic capital for UWC Robert Bosch College.
- Political 'nous' with the capacity to build strong relationships within the City of Freiburg and Land Baden-Württemberg in advancing RBC's financial sustainability.
- A willingness to learn the German language is highly desirable. Candidates without a proficiency in German will be strongly encouraged to acquire basic proficiency (tuition can be provided).

Leadership Style and Personal Attributes

- A passionate belief in global citizenship, international understanding and the value of education as a force for advancing world peace.
- A visible leader with the energy to fully embrace life in a boarding community and create an inclusive and respectful environment in which every member of the UWC Robert Bosch College community is supported to achieve their best.
- The courage, judgement and perspective to make difficult decisions where these are demonstrably in the interests of the students and the College.
- High levels of personal and professional integrity, resilience, humility and empathy.



FREIBURG: THE GREEN CITY

Situated at the foot of the Black Forest, Freiburg lies in close proximity to the border triangle of Switzerland, France and Germany, also known as the 'Dreiländereck'. This is a unique convergence of three countries, languages and cultures. Before the modern national states were founded, this area had a long history of exchange and trade, and tri-national cooperation is an important priority today.

Freiburg is Germany's southernmost major city. It is a picture-perfect medieval city that celebrated its 900th anniversary in 2020, but its innovative design makes it one of the world's most sustainable and liveable cities.

Around 10 per cent of the city's 220,000 residents attend the prestigious Albert Ludwig University, making the population one of Germany's youngest. The colourful half-timbered houses and car-free cobblestone streets lining its Old Town are, in fact, relatively young, as they were faithfully reconstructed after World War Two bombings. These ingredients have all helped create a Freiburg that is one of Germany's, if not the world's, most liveable, progressive, sustainable and child-friendly cities.

In recent decades, Freiburg has quickly developed as an environmental economics and solar research hub with a packed green resume including:

- 1994: Builds Heliotrope: the world's first energy-plus house
- 2002: Elects Germany's first Green Party mayor, Dieter Salomon
- 2002: Wins Dubai International Best Practices award for sustainable development
- 2010: Wins national award for its climate protection efforts
- 2012: Named most sustainable city in Germany
- 2017: New Town Hall becomes world's first public building producing surplus energy.



TERMS OF APPOINTMENT

The new Rektor will be expected to take up post in August 2024. They will play a critical role in the life of the UWC Robert Bosch College community and they and their family will be expected to live on campus in the Rektor's house.





APPOINTMENT PROCESS AND HOW TO APPLY

UWC Robert Bosch College is partnering with the executive search firm Perrett Laver and an executive search exercise is being undertaken alongside the public advertisement for the post. Perrett Laver will support the College in identifying a wide and diverse field of suitable candidates and will assist in the assessment of candidates against the requirements for the role.

Candidates should submit a full Curriculum Vitae (including comprehensive details of key achievements and responsibilities) and a covering letter, which fully addresses the competencies outlined in the job description and person specification.

Completed applications should be uploaded at:

<https://candidates.perrettlaver.com/vacancies/> quoting reference number **6241**. The closing date for applications is **08:30 GMT on Friday 27 January 2023**.

The longlist of candidates will be selected on Tuesday 31 January 2023 and longlisted candidates will be invited to interview with Perrett Laver in the weeks commencing 6 February, 13 February, 20 February and 27 February 2023.

The shortlist of candidates will be determined on Tuesday 7 March 2023. Shortlisted candidates will be invited to first round interviews with the Search Committee on Wednesday 15 and Thursday 16 March 2023.

Successful candidates will be visited in their own schools by members of the Search Committee in the weeks commencing 20 March and 27 March 2023. Final round interviews will take place at UWC Robert Bosch College on Thursday 20 and Friday 21 April 2023.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

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