



Lucy Cavendish College
University of Cambridge

Election of The President



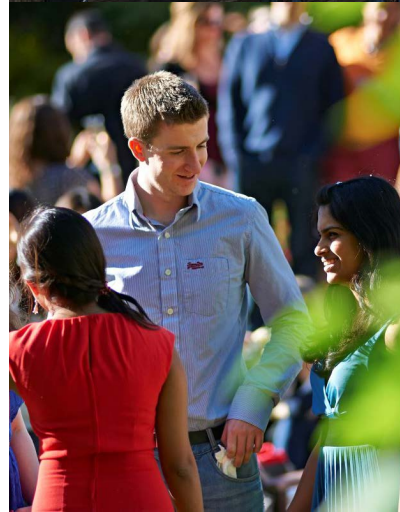
ODGERS BERNDTSON

Introduction

The Fellows of Lucy Cavendish College will elect a new President in March 2025, to take up the position in October 2025. The new President will succeed Professor Dame Madeleine Atkins, who will complete her term of office at the end of September 2025.

The College seeks a candidate who will lead and inspire us in our next phase of development, with a deep understanding of and respect for academic values. A dynamic and innovative constituent member of the University of Cambridge, the College believes traditions are best kept alive by looking to the future, striving to do things differently, to do more and to do better. Lucy is a place where driving change for the benefit of society is possible and needed. We haven't stood still in our first sixty years and we have no intention of doing so now.

In our next President, we are looking for a leader to build on our momentum and to consolidate the progress we have made. Our President will exemplify our mission and values, and whatever their background, they will bring an admired reputation in their chosen profession and the vision and ability to positively shape the future.



Lucy Cavendish College

Lucy Cavendish College is a trailblazer in the University of Cambridge. We are a driving force of positive change. Now the fastest-growing and most diverse College in the University, from our beginnings we have opened the Cambridge door to exceptional students from under-represented and historically excluded backgrounds.

Founded in 1965 as a Collegiate Society, Lucy Cavendish College admitted its first undergraduates (mature women) in 1972 and became an Approved Foundation of the University of Cambridge in 1984. In 1997 it was incorporated by Royal Charter and achieved full

College status as an autonomous, self-governing community of scholars and one of the now 31 Colleges within the University of Cambridge. In 2019 our Governing Body decided to focus on becoming the most inclusive College in the University, for students of all ages and genders.

GLOBAL REACH OF OUR STUDENTS



SOME OF OUR STRENGTHS:

Leadership, Careers and Enterprise: We provide a contemporary range of tailored support, coaching and mentoring for students.

Research and Innovation: Our academic community is engaged in cutting-edge, world-class research that informs our teaching, lecturing and supervisions.

Sustainability: We have fully divested from fossil fuels, built the first, award-winning Passivhaus College accommodation in the city, and 100% of our electricity comes from renewable sources.

Our Students

Lucy Cavendish College welcomes students with an enterprising mindset who are determined to make a positive contribution to society. We encourage unconventional applicants who, because of their background and not in spite of it, have the experience to challenge taken-for-granted assumptions, to contribute new ways of thinking to complex problems, and to ensure that innovative solutions are likely to succeed. Our senior researchers are selected because they are working in an interdisciplinary way on aspects of the 'grand challenges' confronting humankind and our planet.

The College aims to be broadly representative of UK society, and to further enhance diversity through increasing the proportion of international students from low-income backgrounds.

Our UK undergraduate intake is over **90%** from state schools, with **30%** from areas ranking in the lowest two categories of the government index of multiple deprivation. Overall, one in four is the first in their family to attend university.

Meanwhile, our international students come from 80+ countries and, through successful fundraising, we are gradually increasing the number from less developed countries or from low income/under-represented backgrounds in more developed countries. Many of our graduate students are studying for a Masters degree while some go on to exciting PhDs. The majority of our students graduate into employment be it in academia or in other exciting walks of life.

“

HEAR FROM A STUDENT

The welcoming community including the friendly porters and 'Lucians' make our College incredibly unique. Our College supports each of its students to make the most of every opportunity, making Cambridge a memorable experience. Lucy has become my home away from home.



Preksha, Psychological and Behavioural Sciences

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TWO OF OUR SUCCESS STORIES



Oby Enwo
LucEnt Competition
Participant 2024

The Futures Hub Series

Oby, an MPhil student at Lucy Cavendish College, founded a start-up, Dimma Health

Georgina is a Female Founder's Prize Winner whose company Slice aims at developing a tool for organ transplants.



Georgina Leadley
Female Founders Prize
Winner 2024

The Futures Hub Series



A research-led academic community

The research community at Lucy Cavendish College is innovative and ambitious. It is deeply engaged in cutting-edge research that not only informs our teaching but is also driving meaningful change across the globe.

From climate change and sustainable development to public health and equality, our students, researchers, staff, and alumni are tackling the world's most pressing challenges head-on.

At the heart of this vibrant research culture are our Fellows, who are leaders in their fields. Whether early career or established, they deliver world-class research, often receiving prestigious awards and influencing areas far beyond academia. One of our most senior Fellows, Professor Ruth Cameron was elected to the Royal Academy of Engineering in 2023, a recognition of her outstanding 30-year track record of pioneering interdisciplinary research. Similarly, Associate Professor Jürgen Becque made headlines by solving the Foppl-von Karman equations, an engineering challenge that had remained unresolved for over a century – earning him the Moissieff Award from the American Society of Civil Engineers.

Our early-career Fellows are also making waves. Dr. Liam Saddington's innovative work in producing educational kits for primary schools earned him funding from the Isaac Newton Trust and the Royal Geographical Society.

Beyond individual achievements, Lucy Cavendish fosters a collaborative environment where our Post-Doctoral Associates community connects with graduate students, offering them a taste of life in academia. The College is also a hub for intellectual exchange, regularly hosting research presentations across disciplines, featuring experts and policymakers, and creating ample opportunities for learning, networking, and collaboration.

Our community is united by a shared goal: to make a positive and lasting impact on society. At Lucy Cavendish, research is not just an academic pursuit – it's a force for global change.



OUR MISSION



We have diversity and inclusion at our core. We provide unparalleled academic support and career guidance.

Our mission is to attract, support, and unlock the potential of non-traditional and under-represented students and Fellows, who are driven to make a positive, lasting impact on society.



We aim to provide the best of Cambridge's education and research to all students at every stage of their experience with us.

OUR VALUES

In the words of our students, staff, and researchers.

- Inclusive
- Friendly
- Supportive
- Global
- Dynamic
- Transformative
- Outward-Facing
- Impactful
- Inspiring

Future priorities

Lucy Cavendish College has made remarkable progress in recent years, transforming and growing its student body, increasing its impact and reach, and developing its reputation and influence. An innovative and pioneering spirit underpins the College's approach.

To continue to build on its achievements and momentum, the College must consolidate gains whilst looking to the future with purpose and ambition. Crucial to its success will be to reinforce the foundations of its high-quality student experience, enhance its infrastructure, and to continue to enhance academic performance and support, ensuring that students and staff thrive in a dynamic and supportive environment.

Leading the College's philanthropic development activities will therefore be a *key* priority for the next President. Lucy is now one of the biggest Colleges, but its endowment and investments need to scale with the rapid increase of student numbers and related financial needs. Increasing the College's financial independence is vital to long-term sustainability, and central to this is

growing fundraising income. It is the only way to help provide the necessary resources for students and fellows, and continue to build on the bold steps taken in recent years. As a young College with a relatively small but growing alumni community, our most significant donations come from outside this community, making it a different fundraising landscape from most other Oxbridge Colleges. Future donations will therefore have to come from the widest possible constituency.

Whilst focusing on the longer term, maintaining the unique character and values of the College is essential. By prioritising these areas, Lucy Cavendish College will continue to offer an exceptional educational experience and foster a thriving and diverse community.



The role of the President

The Governing Body is democratic, egalitarian and non-hierarchical and, as its Chair, the President is 'first among equals'.

The President, supported by and providing support to a number of senior College Officers, is expected to provide strategic leadership to the College across the range of its activities. They have oversight of the College's strategy, performance, standards and values whilst ensuring the whole community operates within its Statutes and Ordinances.

The President helps the Fellowship to maintain the subtle balance between tradition and development within a changing world.

The President promotes the College globally, communicating its values, aims and achievements, building connections and goodwill. In their ambassadorial role the President seeks support, both financial and non-financial, for the delivery and development of the College's mission.

The President represents the College in the wider University, including attending the Colleges Committee meetings and

fulfilling a ceremonial role in the Senate House for student graduations.

The President chairs key governance meetings, specifically the Governing Body which meets twice a term, and the Council which meets nine times per year acting under delegation from Governing Body.

The President is normally expected to reside in Cambridge, to dine regularly with the College community, and to be available to them for informal discussion. Playing an active role in the social life of the College at all levels is an important requirement for the position.



The person

The College welcomes applications from distinguished individuals from any professional background, either in academic life or in some other field of activity.

The President will be a pioneering thinker with diverse interests and significant ambassadorial qualities, capable of building relationships with a wide range of people. They will have a consensual leadership style with democratic values and well-honed management and diplomatic skills. Enthusiasm, commitment, good judgement and an inclusive disposition are essential qualities, together with an ability to deploy these attributes successfully in leading a self-governing, collegial community.

Candidates will evidence most if not all of the following:

EXPERIENCE

- Exceptional organisational leadership.
- Record of championing inclusivity throughout their career.

- Successful fundraising.
- Influential engagement with relevant communities nationally and internationally.

SKILLS/KNOWLEDGE

- Deep commitment to the intellectual and extra-curricular life of a leading higher education institution, promoting and supporting academically excellent students.
- Well-established network with diverse cultural connections, adept at building internal consensus and exerting external influence.
- Skilled in creating and maintaining an environment that promotes the professional health and wellbeing of a community.

- Strategic thinker with the ability to balance long-term vision with immediate actions.
- Financial acumen and commercial awareness to work closely with the Bursar and others, to protect the College's assets, reputation, charitable status and future sustainability.

PERSONAL ATTRIBUTES

- Substantial personal reputation and professional excellence, integrity, ethical behaviour and best practice in their chosen field.
- Genuine and engaging communicator, connecting with students, staff, alumni, fellows, benefactors, and other key stakeholders.
- Energetic, resilient, and ambitious, with a profound commitment to the College's mission and future.



Remuneration and benefits

The Governing Body regards the role of President as a full-time position but remains open to a discussion to understand the specific situation of each candidate. Remuneration is aligned with the stipend of a Cambridge professor and would be pro rata the full salary c. £100,000.

A pension contribution to the Universities Superannuation Scheme is also included. We would expect to discuss time commitment and other expectations during the recruitment process and agree final details before the election. The appointment is for a maximum period of seven years.



How to apply

Lucy Cavendish College Cambridge has engaged the services of Odgers Berndtson, to whom applications should be sent by the closing date of **Monday 2nd December 2024**.

To apply, please submit a comprehensive curriculum vitae (CV) along with a covering letter setting out your interest in the role and details of how you match the required criteria. Please include in a separate document the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is online at www.odgers.com/92093

If you are unable to apply online please email your application to 92093@odgers.com

All applications will receive an automated response. All candidates are also requested to complete an online Diversity Monitoring Form which will be found at the end of the application process. This will assist the College in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Diversity Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

First stage interviews with Odgers Berndtson will be held in **early January 2025**, Final-stage interviews at the College will take place from **late February/early March 2025**.

odgersberndtson.com

We are committed to ensuring everyone can access our website and application processes. This includes people with: sensory impairments, mobility difficulties, motor difficulties, neurodiversity, specific learning difficulties and/or mental health difficulties. Should you require access to these documents in alternative formats please contact natasha.wood@odgersberndtson.com. Also, if you have any comments and/or suggestions about improving access to our application processes please don't hesitate to contact us at responsemanager@odgersberndtson.com

In line with GDPR, we ask that you do NOT send us any information that can identify children/family members or any of Sensitive Personal Data (ethnicity, political opinions, faith/religious or philosophical beliefs, trade union membership, data concerning physical and/or mental health, gender, sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information.

For a conversation in confidence, please contact:

Enfys Evans: enfys.evans@odgersberndtson.com

Gabrielle Hill: gabrielle.Hill@odgersberndtson.com

Alex Acland: alex.acland@odgersberndtson.com





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