



Position Profile



WAGENINGEN
UNIVERSITY & RESEARCH

Member of the
supervisory board





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The organisation

Wageningen University & Research

Mission

Wageningen University & Research's mission is "to explore the potential of nature to improve the quality of life". Wageningen University & Research is a knowledge institution that not only develops superior quality knowledge within the domain of "agriculture, healthy nutrition and one's living environment" but also helps to apply this knowledge everywhere in the world. Throughout the world, Wageningen University & Research is conducting pioneering, fundamental research and occupies a strong position as a provider of applied scientific research. Wageningen University & Research trains professionals who will be responsible for breakthroughs in knowledge and technology in the near and distant future.

Vision

The world is changing radically. The global population is growing while the West is aging. Pressures on land use are growing, with the result that there are more opportunities for less environmentally demanding forms of food production. The climate is changing and fossil fuels are becoming scarcer, which is offering new opportunities for the profitable commercial exploitation of sustainable alternatives. There is an ever growing social need for sufficient, safe, healthy, versatile food. No one-dimensional solutions are available for the urgent challenges within Wageningen University & Research's domain. It is for this reason that Wageningen University & Research fosters open links between the natural and social science disciplines within the organisation. However, Wageningen University



& Research also looks beyond its own domain by applying knowledge developed elsewhere to subjects within its domain of “agriculture, healthy nutrition and one's living environment”.

It seeks to improve its leading position within this domain during the years ahead. Wageningen University & Research would like to do this in close collaboration with the relevant public authorities, the business community, and other knowledge institutes and universities at home and abroad. Continuing to be an international pioneer, pooling funds together with other parties, sharing knowledge and finding solutions for the huge challenges facing the world, these are the boundless aspirations of Wageningen University & Research.

Strategy

The strategic plan opts for investment themes through which Wageningen University & Research can significantly influence the development of its expertise. They are selected in areas in which various scientific disciplines converge within its domain. It is within those areas that relevant pressing challenges may be found within which Wageningen University & Research is able to make a unique contribution using its expertise. The combination of various scientific disciplines gives rise to new insights that enable Wageningen University & Research to leap forward in areas such as climate, circularity, nature, landscape, human and animal health, food security and safety, and digitisation.

Organisational structure

Both Wageningen University and Wageningen Research Foundation constitute part of Wageningen University & Research. (Approximately 6,000 people work for Wageningen University & Research.) They are legally separate entities that work together within sciences groups. Every sciences group consists of a university department and one or more specialised research institutes, and is managed by a general and a business manager.

The sciences groups are as follows:

- the Agrotechnology and Food Sciences Group;
- the Animal Sciences Group;
- the Environmental Sciences Group;
- the Plant Sciences Group;
- the Social Sciences Group.

Wageningen University

Wageningen University is the only university in the Netherlands that focuses specifically on the domain of “agriculture, healthy nutrition and a healthy living environment”. It has been the best university in the Netherlands for 18 years, according to the Centrum Hoger Onderwijs Informatie [Dutch Higher Education



Information Centre]. Student numbers are increasing sharply and accommodating such growth represents a major administrative challenge. The university has about 13,000 students (both Dutch and foreign) and provides Bachelor's and English-language Master's programmes of study.

In addition, Wageningen University has PhD candidates who make an essential contribution to research. The programme of study offered to PhD candidates is shaped by six research schools. The university has a budget that largely consists of a contribution from the state government. A smaller portion is derived from project funding and contracted research, and the remaining earnings are sourced from tuition and course fees, and other income.

Wageningen Research Foundation

The specialist research institutes, brought together under the Wageningen Research Foundation, conduct application-oriented, applied research. They work at the behest of public authorities, the business community and non-profit organisations. Research is often conducted within a joint venture involving multiple research institutes that may or may not be affiliated to the university and frequently also with external Dutch or international knowledge partners. Wageningen University & Research encourages internal collaboration within the context of One Wageningen. The research institutes enjoy close ties to the Ministry of Agriculture, Nature and Food Quality. Part of the organisation's revenues is derived from precompetitive research. Various legally stipulated research duties have been entrusted to Wageningen Research Foundation.

The research institutes as listed below are active in the following areas:

- Wageningen Environmental Research – a sustainable, green living environment of superior quality;
- Wageningen Bioveterinary Research – the protection of animal and public health;
- Wageningen Food & Bio-based Research – sustainable innovation in relation to healthy food, fresh produce supply chains and bio-based products;
- Wageningen Marine Research – marine ecosystems for the sustainable use and management of coastal zones and the sea;
- Wageningen Economic Research – socio-economic research and sustainable, economic development;
- Wageningen Livestock Research – sustainable but profitable livestock farming;
- Wageningen Plant Research – business operations, cultivation and plant research for the resolution of societal issues pertaining to food, raw materials and energy;
- Wageningen Food Safety Research: food security.

In addition, Wageningen University & Research has a facilities and services



business unit and several corporate staff departments, namely:

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

Governance

The members of the Wageningen University & Research executive board constitute the executive boards of Wageningen University and Wageningen Research Foundation through their overlapping membership. The executive board is responsible for the management and administration of the entire organisation.



It consists of the following three members: the chair (Sjoukje Heimovaara), the deputy chair and rector magnificus (Prof. Arthur Mol) and the finance, business and services portfolio (Rens Buchwaldt, MBA).

The executive board renders account to the supervisory board.

Wageningen University and Wageningen Research Foundation also have a position overlap in relation to the supervisory board. The members of the Wageningen University supervisory board are the same as those of the Wageningen Research Foundation supervisory board. This means that an appointment to serve as a member of the supervisory board actually entails two appointments, namely:

1. an appointment to serve as a member of the Wageningen University supervisory board;
2. an appointment to serve as a member of the Wageningen Research Foundation supervisory board.

Through their overlapping membership the Wageningen University and Wageningen Research Foundation supervisory boards oversee the executive board and management of and general state of affairs prevailing in Wageningen University & Research. They also provide the executive board with advice. The supervisory board is jointly responsible for the Code of Good Governance and WUR governance with regard to relations with the executive board and participational bodies. The members of the supervisory board are appointed by the minister of OCW and the minister of LNV.



Position

Membership of the supervisory board

The supervisory board consists of six members whose tenure is four years and who retire in accordance with a roster decided on by the board. Following their term of four years, the members may be nominated for reappointment for a second term with their nominations being presented to the minister subject to the rule that they may not serve as members for more than eight consecutive years. The supervisory board has three committees, namely, the audit, education and research, and the appointment committees.

At present the supervisory board consists of the following members:

- Prof. E. (Elbert) Dijkgraaf (chair)
- B.C. (Bert) Jansen
- T. (Tjarda) Klimp
- M.A. (Mariënne) Verhoef
- K. (Kirsten) Schuijt

**Supervisory board profile**

Every member of the supervisory board must be capable of assessing the main points of the overall policy pursued by Wageningen University & Research.

Every member of the supervisory board should possess the specific expertise that is required to perform their duties within the confines of their role as set out in the board's profile.

The members of the supervisory board should satisfy the requirements stipulated in Article III.3.2 of Wageningen University & Research's Corporate Governance Code.

The members of the supervisory board must together represent a balanced breakdown of the following fields in terms of their background and expertise:

- academic education and research;
- affinity with the domain of Wageningen University & Research;
- the business community;
- society;
- public administration;
- finance;
- international.

In this respect the supervisory board will uphold the following three points of consideration:

- a candidate's political views may not constitute an issue when appointing a member of the supervisory board;
- no less than one of the members must enjoy special confidence for the purposes of staff participation.
- diversity in the supervisory board including an even breakdown of men and women.



Candidate's profile

Member of the supervisory board

The new member of the supervisory board will be a team player who, acting in their capacity as a board member, will share ideas constructively and critically, will act with integrity, will build bridges and will possess analytical skills (and judgement). The new board member will challenge the executive board in discussions concerning strategic issues. They will hold up a mirror and present ideas for the purposes of finding solutions. The supervisory board strives for a diverse composition, reflecting the international character of Wageningen University & Research.

The characteristics of the profile of the new member of the supervisory board are as follows:

- they work or have worked in the fields of academic research and education, preferably in technological research in the life sciences;
- they are used to operating at the managerial and administrative level;
- they are an authentic personality who manages to combine bonding with offering guidance, providing inspiration and being thorough;
- they have experience in and relationships with public administration;
- they are capable of evaluating the performance of the members of the executive board as objectively, independently and impartially as possible, taking into account Wageningen University & Research's interests in this respect and the individuals and organisations involved;



- they have international experience, i.e. they work or have worked in a global setting, preferably in the domain of Wageningen University & Research although this is not a requirement.

Competencies*Vision*

They are capable of detaching themselves from everyday practice and can concentrate on general points and long-term policy. They can recognise the main aspects of a problem or discussion.

Authority

They are a natural, proven leader and, as such, are viewed as an authority.

Collaboration and connecting

They contribute to common outcomes and allow common interests to prevail over personal ones.

Critical exchange of ideas

They raise matters for debate in order to obtain fresh insights or solutions. They are capable of critical reflection by posing questions and examining the organisation.

Integrity

They uphold generally accepted social and ethical norms in those activities associated with their position. They carefully weigh up interests and different views in relation to each other and accept everyone as they are.

Organisational sensitivity

They take other people's circumstances into account, overview all stakeholders' interests, realizing the interplay of forces.



Procedure

Procedure

Maes & Lunau Executive Search (Irene Wolfs) will support Wageningen University & Research during the selection procedure for a member of the supervisory board.

- Maes & Lunau will approach and interview candidates.
- A shortlist will be presented to the selection committee.
- The selection committee will interview the candidates.
- The selection committee will present a candidate to the supervisory board for a decision and to the executive board for the latter's information.
- Reference check.
- The final candidate will be chosen.
- The Minister of Education, Culture and Science and the Minister of Agriculture, Nature and Food Quality will appoint the member of the supervisory board.

Contact details

If you are interested in this position, please contact Nina de Kreij:

nina.dekreij@maeslunau.com

For questions, you can also call +31 (0) 6 118 099 18.



Maes & Lunau: Beyond the Obvious

We go just that much further in all we do: “beyond the obvious”. We always go that little bit further; we go beyond the obvious. Because every organisation needs inspiring leaders with unifying qualities and a clear vision. As an executive search firm, we want to and must make an important contribution to this; we want to help organisations improve. This begins with understanding where the organisation wants to go. We want to get to know and feel the culture, the people and the organisation. We then start working with a crystal clear profile, based on which we assess candidates. We help at the start of the new appointment and we keep in touch long after the ideal candidate has begun.

Insights in search

Our process is transparent. We say what we do and we do what we say. We never give up. We hear and see many things and we relay this to our candidates and clients. We provide Insights in Search. Sometimes we're headstrong because we think that a different choice will be more successful. In cases like these, we'll sit down with you and have a good talk.

Your success is our motivation

This is what we've been doing, and doing well, for 40 years, as we feel responsible for the success of the client and the candidate. This can only happen with professional, passionate people with knowledge, skill and true commitment. This is our approach to getting results for people and organisations. We believe that the talent and drive people have is the source for success. For us, nothing is more beautiful than the combined success of our clients and candidates.