

ASSER
INSTITUTE



Centre for International & European Law



Appointment of

Academic Director

September 2024



AMERICAS ASIA PACIFIC EMEA

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T.M.C. ASSER INSTITUUT

About the T.M.C. Asser Institute

The T.M.C. Asser Institute is a renowned research institute at the forefront of international and European public and private law organising critical and constructive reflection at the interface of academia, legal practice, and governance.

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The Institute contributes to the developments in international public law, international private law, and European law through independent fundamental, policy-oriented, as well as commissioned research. Additionally, it spearheads initiatives that facilitate the dissemination of knowledge on international and European public and private law through professional education, academic and expert meetings, and public events.

Networks

The Asser Institute, located in The Hague, the 'international city of peace and justice,' boasts a strong international profile and is deeply integrated into numerous global legal networks. Its strategic location near international institutions, diplomatic missions, and government ministries enhances its convening power, attracting legal experts from around the world. With three-quarters of its researchers hailing from abroad, the Institute is closely connected to The Hague's extensive network of international courts, tribunals, embassies, knowledge institutions, and NGOs.

The Institute also coordinates and initiates inter-university research networks (CLEER, NNHRR, IHCL-platform), and other collaboration and meetings structure support of Dutch law faculties. It maintains an internationally active publisher (Asser Press).

About the T.M.C. Asser Institute

Research

The strategic research agenda 'Rethinking public interests in international and European Law' provides the substantive basis for the T.M.C. Asser Institute's education, knowledge dissemination activities and advisory work for 2022-2026. Within this research agenda, research is structured along three research strands:

- In the public interest: accountability of the state and the prosecution of crimes;
- Regulation in the public interest: Disruptive technologies in peace and security;
- Transnational public interests: constituting public interest beyond and below the state.

Read the [Research Strands](#).

Organisation

Researchers within these strategic research strands are organised into research groups, each coordinated by a senior researcher. Approximately half of the Institute's 50 full time equivalent staff are researchers.

The support services (approx. 20 employees) consist of five units (T.M.C. Asser Press, Projects & Events, Finance & Control, Communications, and Operations & Special Projects).

The Institute's annual turnover is approximately €7m, of which two-thirds are generated through externally funded research and educational activities.





Governance

The governance of the T.M.C. Asser Institute is structured around a two-member board, consisting of the Academic Director and the Managing Director. The Academic Director acts as Chair of the Board. Oversight of the institute's operation and the functioning of the Board is vested in the Supervisory Board of the T.M.C. Asser Institute foundation.

Both directors collectively share the responsibility for the day-to-day management of the Institute. The Academic Director assumes primary responsibility for maintaining the quality of research activities, and implementation of the Strategic Plan as well as new projects funded through the second- and third-stream sources. Conversely, the Managing Director primarily oversees administrative, financial, and personnel management aspects. The directors jointly bear the responsibilities associated with organisational operations, including acquisition of funds, valorisation, the educational curriculum, and public relations.

The University of Amsterdam Law School

The Asser Institute is a vanguard institute for the University of Amsterdam (UvA) Law School. The University provides an annual basic subsidy for the Institute (approximately €2,3m annually). The collaboration between the Institute and the UvA is established in an agreement with an initial term extending until 2030.

With around 5,000 students and approximately 600 staff, the Amsterdam Law School is one of the larger law faculties in the Netherlands. The UvA Law School is dedicated to preparing legal professionals who can effectively address societal challenges. Through a strong focus on research and experiential learning, the school remains deeply engaged with issues like sustainability, health, and digitalisation, ensuring its education and research are closely aligned with the needs of a changing society.

For more information, please visit the [Amsterdam Law School's website](#).



Appointment of the Academic Director

The T.M.C. Asser Institute now seeks a new Academic Director. In their capacity as Chair of the Board, the Academic Director acts as the institute's external representative and reports, together with the Managing Director, to the Institute's Supervisory Board.

The Academic Director will be a recognised scholar in the field of either international public law, European law, or international private law. The successful candidate will provide visionary leadership and strategic direction to the Institute, ensuring alignment with the University of Amsterdam's (UvA's) strategic agenda. This role involves representing the Institute in academia, legal practice, policy, and social discourse while ensuring a sustainable financial future and nurturing the international network in The Hague.

This position also comes with an appointment as Professor at the Amsterdam Law School. As a Professor, the Academic Director will be a member of the relevant Department (either international public law, European law, or international private law) within the school.

The role of the Academic Director comprises 80% of the working time, with the remaining 20% dedicated to responsibilities associated with the professorship at the Amsterdam Law School.

Responsibilities

The Academic Director holds the following tasks and responsibilities:

Leadership and Strategy

- Providing leadership in the development and execution of the institute's strategic policy and annual policy plan, including ensuring alignment between the institute's strategy and the strategic agenda of UvA.
- Identifying relevant legal and social developments, and translating them into the institute's strategy, particularly in terms of initiatives in research, education, and valorisation.
- Providing direct leadership and guidance to the scientific staff of the Institute, including recruitment, selection, and evaluation of scientific staff.

Appointment of the Academic Director



External Engagement and Representation

- Representing the institute in academia, legal practice, policy, and social discourse.
- Maintaining contacts with the UvA and relevant external partners (institutions, stakeholders), as well as nurturing and expanding the (Hague-based) international network to further strengthen the Institute's position.

Research

- Ensuring the quality of researchers and research output through performance evaluations, career and talent development, implementation and monitoring of performance indicators, and mentoring of individual researchers (working with coordinators).
- Steering the implementation of the Institute's Strategic plan, and the further development of new initiatives.

- Attracting and initiating the acquisition of second- and third-stream research and initiating and overseeing the acquisition of research and valorisation projects within the framework of the research program.
- Organising the Institute's research structure and the distribution of tasks.
- Developing and monitoring of the research budget.

Education

- Responsible for the organisation of programs for PhD candidates and visiting scholars.
- Responsible for ensuring the substantive quality of (post-)graduate and professional education activities and the coordination between research and education programs.
- Encouraging the Asser research community to function as a learning organisation.

Appointment of the Academic Director

Experience and Profile

The Academic Director and Chair of the Board identifies with most of the following criteria:

- A renowned scholar with a PhD or equivalent qualification in the field of either international or European public or private law. This record should be evident through publications in top-tier journals in the field, acquisition of research grants, leadership positions in academia or (inter)national organisations, relevant research and policy networks, and the successful supervision of PhDs and postdocs.
- Relevant administrative roles in an academic or research organisation or other complex organisations in the legal field, and experience in leading research teams.
- Well-established networks both within and beyond academia, with a particular focus on the international legal landscape in The Hague.

- Demonstrated experience and a keen interest in securing external research funding and spearheading projects on a national and international scale.
- Proficiency in research valorisation and effectively disseminating knowledge.
- Experience of excellence in academics.

Candidates with limited Dutch language skills must possess a strong grasp of Dutch academic and administrative culture and be prepared to attain an advanced level of proficiency in the Dutch language within two years of starting, aligned with their role's demands and responsibilities.



Appointment of the Academic Director

Competences

For the effective execution of the roles, the following core competencies are essential:

- **Context Awareness:** Being well-informed about (inter)national, societal, political, and professional developments, and effectively utilising this knowledge for one's role and organisation.
- **Vision:** The ability to step back from daily practice, focusing on key principles and contemporary developments and long-term policies.
- **Results-Oriented Leadership:** Providing direction and guidance to employees and project groups to achieve objectives and results.
- **Inclusive Leadership:** Fostering synergy among a group of employees, promoting mutual engagement, and motivating employees to form effective collaborations, considering team diversity.
- **Resourcefulness:** Introducing new or original ideas, perspectives, and solutions.
- **Persuasion:** Gaining support for ideas and plans from others.
- **Entrepreneurship:** Identifying opportunities and possibilities for the development of new knowledge and application areas. Acting on these opportunities and taking calculated risks.
- **Intercultural Sensitivity:** Being aware of one's own and other cultures and effectively acting and communicating within a different culture. Ability and experience in working with diverse and international groups of scholars.



Terms of Employment

The Academic Director will be employed at the T.M.C. Asser Institute in The Hague, which is financed through the University of Amsterdam.

An employment contract comprising of an appointment as Academic Director at the T.M.C. Asser Institute as well as a professorial appointment (HGL 2) at the UvA Law School is offered. The appointment as Academic Director is for a period of five years with the possibility of extension.

The employment contract is for 38 hours per week. Depending on relevant experience at the start of the employment, the base monthly salary will range from €6,894 to €10,038 (HGL 2 CAO Nederlandse Universiteiten) and will be supplemented with a leadership bonus based on a 38-hour workweek, excluding an 8% vacation allowance and an 8.3% year-end bonus. The Dutch Universities Collective Labour Agreement (CAO Nederlandse Universiteiten), as well as Dutch law in general will be applicable to the contract.



Appointment Process and How to Apply

An executive search exercise is being undertaken by Perrett Laver to assist the Appointment Advisory Committee in the discharge of its duties, both to assist in the assessment of candidates against the requirements of the role and to identify the widest possible field of candidates.

Perrett Laver may be contacted for a more detailed profile, informal enquiries, and questions. We invite you to contact Dr Valia Sakkoula on +31 (0)6 39 089 910 or by emailing valia.sakkoula@perrettlaver.com.

Applications should consist of a cover letter addressing their suitability in line with the person specification and a full curriculum vitae and can be uploaded at <https://candidates.perrettlaver.com/vacancies/>, quoting reference **7047**.

The closing date for applications is Friday 18th October at 9am.

The selection interviews will take place after this.

A management assessment may be part of the application procedure.

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