



Royal College of Art

Dean of the School
of Design

Royal College of Art



Royal College of Art

Candidate Pack

Contents

01.	Welcome from Professor Christoph Lindner	2
02.	Executive Summary	3
03.	About the Royal College of Art	4
04.	Our People	6
05.	Strategic Plan 2022–2027	7
06.	Our Research	8
07.	About the School of Design	9
08.	Role Description	12
09.	Person Specification	14
10.	Rewards, Benefits, and Additional Information	15
11.	Appointment Details and How to Apply	16



Royal College of Art

01. Welcome from the President and Vice-Chancellor

Dear Applicant,

Thank you for your interest in the role of Dean of the School of Design at the Royal College of Art.

The Royal College of Art was founded in 1837 as the world's first publicly funded Government School of Design. Today we are the world's largest community of postgraduate art and design students. We are also the world's most influential postgraduate art and design school, ranked as first in the world for ten consecutive years by QS Rankings. The most talented students come to us to push the boundaries of their fields and learn from leading faculty. We are the only UK art and design university where all academics are research active – meaning everything we teach is informed by cutting-edge research. Our approach is founded on the premise that art, design, creative thinking, science, engineering, and technology must all collaborate to solve today's global challenges.

The School of Design engages with design on multiple levels, from the highly conceptual to the deeply practical, with a strong culture of innovation, experimentation, and debate. Our students are forming the next generation of coherent planet thinkers. They are world-class creative designers developing regenerative solutions, intelligent systems, new materials, social change, and human-centred thinking. This is needed more than ever.

Our distinctive research culture interrogates the systems that integrate design into daily life, dealing with designed objects, services, and the ways in which they are produced and used. Our thriving community of MPhil and PhD students pursues cutting-edge research across art and design disciplines. We also encourage all our student cohorts to network, test new ideas, evaluate, take risks and even fail, thereby allowing successful design practice to be significantly elevated. These are critical components to building confident, mature, diverse, and self-aware future design leaders who are ready and prepared for evolving global challenges within their chosen disciplines.

We work with a selection of the world's most innovative organisations. Programmes collaborate and innovate with industry partners, as well as across subject areas, to allow strategic opportunities for multidisciplinary teaching and project development to enhance and ensure student mobility, independent learning, and interdisciplinary activity.

The Royal College of Art is a welcoming, dynamic, and global art and design university based in one of the most exciting capital cities in the world. We are committed to creating an environment of mutual respect, where differences are valued and respected, and where innovation, creativity, and diversity can flourish.

This is a hugely exciting opportunity to join the world's most influential postgraduate institution of art and design to generate change now for a sustainable future everywhere.

We hope you share our excitement about the role, and we look forward to receiving your application.

Professor Christoph Lindner
President and Vice-Chancellor





02. Executive Summary

The Royal College of Art is the world’s largest community of postgraduate art and design students. It is also the oldest art and design university in continuous operation and has been ranked as the world’s number one art and design university for a remarkable ten consecutive years (QS World Rankings).

The Royal College of Art (RCA) is seeking a dynamic and entrepreneurial leader to join the School of Design as Dean. This role offers a unique opportunity to shape the future of design education within the School and strengthen its broader connections across the RCA.

We aspire to be the leading School of Design globally, known for our innovative approach to design education, our interdisciplinary collaborations, and our commitment to addressing the most pressing challenges of our time. The Dean will provide dynamic academic leadership, ensuring the RCA remains a premier destination for top-tier students globally.

The Dean of School of Design will be responsible for the academic leadership of the School, set within the

framework of the [RCA’s Strategic Plan](#), at a moment of tremendous opportunity for the RCA and creative arts education and the creative industries more broadly.

It is essential that the Dean can think dynamically and entrepreneurially about the future of Design education both within the School of Design and in its broader connections across the RCA and externally. The Dean must align and motivate staff at all levels to achieve the College and the School’s strategic ambitions, including in the areas of scale, flexible learning, and earned income.

The role of Dean is a full-time position and may be combined with other College duties, e.g. principal investigator on grant-funded projects.





03. About the Royal College of Art

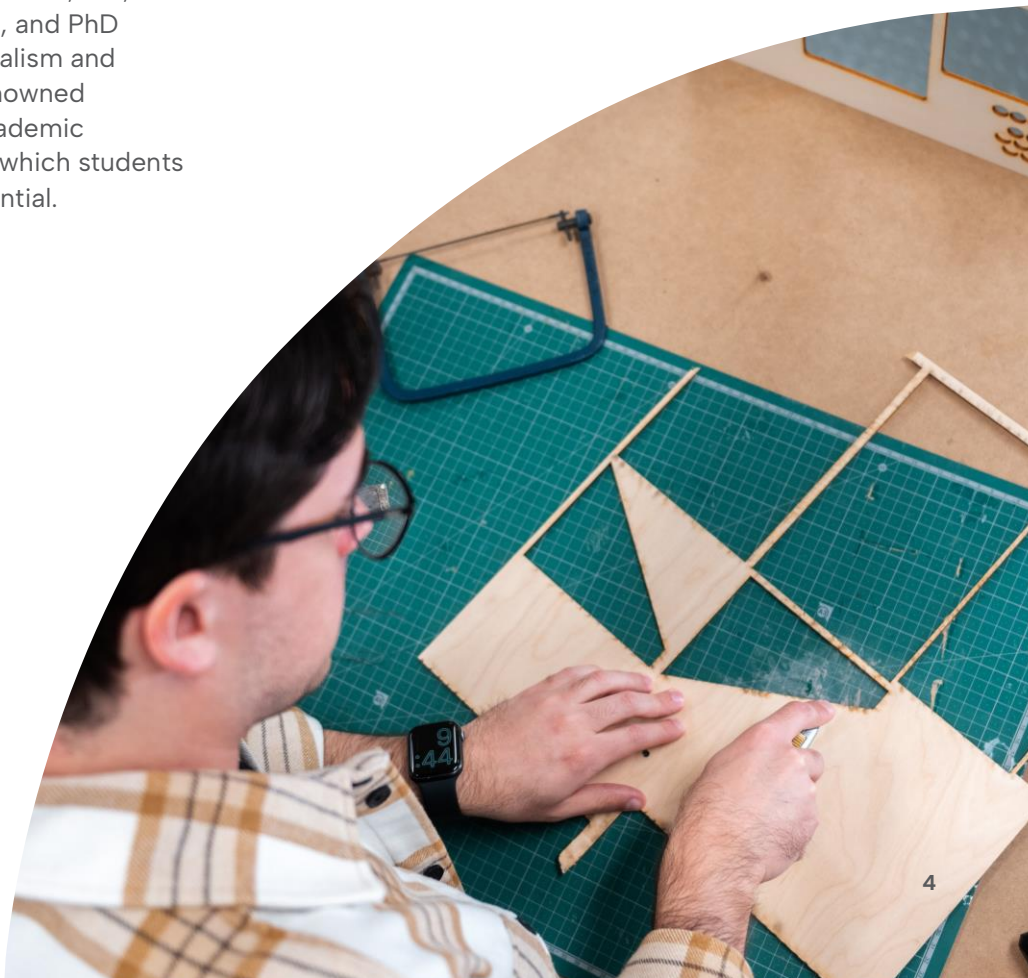
The RCA is research-led and recognised in the UK-wide Research Excellence Framework (REF) as the UK's most research-intensive institution – with an increased proportion of the College's outputs classed as 'internationally excellent' and 'world-leading' in the most recent REF assessment of 2021.

Studying at the RCA is the starting point for the world's creative leaders. With more than 25,000 RCA alumni across the globe, the RCA's graduates form a unique international network of artists, designers, creators, and innovators. Every year, RCA alumni are recognised as leaders in their discipline, making national and international headlines for their work, which shapes the world we live in. Its graduate start-up incubator, [InnovationRCA](#), is one of the most successful in the country with a high proportion of female start-up founders and a high 'survival' percentage after five years of trading.

More than 2,800 students are spread across the RCA's four Schools and research and academic departments, studying at Graduate Diploma, MA, MFA, MDes, MArch, MEd, MRes, MPhil, and PhD levels. The College's mix of professionalism and creative freedom, together with its renowned academic community and rigorous academic framework provides the ecosystem in which students flourish and achieve their highest potential.

In addition, the RCA has a number of established and planned research centres:

- [The Helen Hamlyn Centre for Design](#);
- [Materials Science Research Centre](#) (which includes the *Materials Futures Research Group* and the *Textiles Circularity Centre*);
- [Intelligent Mobility Design Centre \(IMDC\)](#);
- [Computer Science Research Centre](#).





Royal College of Art

The RCA espouses a hybrid approach, supporting ‘traditional’ making and technical skills in fine and applied art and design alongside the foundational sciences, engineering, and technology which underpin designers' abilities to solve today’s global challenges.

The RCA champions the value of interdisciplinary learning and was the first art and design university in the world to implement a STEAM (Science, Technology, Engineering, Art and Design and Mathematics) academic vision, with investment in new faculty posts in Materials Science, Computer Science, and Robotics alongside art and design

disciplines. By applying creative insights to evidence-based science, its staff, students, researchers, and start-ups are addressing major global challenges such as rapid urbanisation and transport; loss of biodiversity; ageing populations; unsustainable consumption and production; and the rise of AI.

The RCA community operates in line with four agreed values:

Curiosity

We have a tenacious commitment to innovation and openness to change. We positively interrogate ideas, assumptions, and plans and welcome the honest scrutiny that is alive in a learning community.

Inclusion

We celebrate diversity and embrace difference as a source of strength. We strive for an inclusive RCA community, removing barriers and challenging exclusionary and discriminatory practices.

Collaboration

We value what happens together and we help and support each other to achieve our collective goals. We work in partnership with our students, staff, alumni, institutions, and communities across the globe to make a lasting difference.

Integrity

We are always willing to listen, we offer constructive feedback, and we promote accountability, building relationships of mutual trust and respect. We are resilient in the face of challenges, pursuing outcomes with individual, cultural, societal, and economic impact.





04. Our People

The RCA combines contemporary and industry-focused teaching perspectives. It also employs a team of 95 highly skilled technicians, many of whom themselves have postgraduate qualifications in their fields of specialism, which range from rapid prototyping and subtractive manufacturing to film and sound engineering, and from digital modelling to metal fabrication and jewellery making.

The role of Royal Visitor to the RCA was taken on by the former Prince of Wales – now His Majesty The King – in 2018. As part of the official Coronation Concert in May 2023, the Royal College of Art along with The Royal Ballet, The Royal Opera, the Royal Shakespeare Company, and the Royal College of Music came together for the first time ever to create a spectacular one-off performance, with a striking visual backdrop of specially-designed artworks contributed by students from the Royal College of Art.

The RCA's Chancellor is Sir Jony Ive, and the Pro-Chancellor and Chair of Council is Sir Peter

Bazalgette. The RCA's President & Vice-Chancellor – the CEO of the institution – is Professor Christoph Lindner who joined the College in April 2024. For more details on the Council Independent Members, click [here](#).

The RCA's academic faculty bring world-leading expertise and industry knowledge to the practice-based model of teaching. There is a core academic and research workforce of 196 FTE, supported by around 215 Associate Lecturers.

We also have a wide range of Guest Lecturers who bring 'live' industry experience into the taught curriculum – for example:



Amin Taha of GrantOn design, whose work was twice shortlisted for the RIBA Stirling Prize, in 2017 and 2021, teaches in the School of Architecture.



Yao Yingjia, Vice President and Chief Designer at Lenovo, teaches in the School of Design.



Daniel Birnbaum, curator and Director of Acute Art, teaches in the School of Arts and Humanities.



Maria Kafel-Bentkowska, Head of CMF at PriestmanGoode. She works with our students and staff team on a studio project that is now in its 8th year. Her involvement includes delivering a briefing lecture, conducting project reviews, offering an internship for the winner, and exhibiting the finalists' work.



05. Strategic Plan 2022–2027

The RCA’s strategic vision is to increase its influence on the world stage of globally ranked universities, punching significantly above its weight, and attracting, supporting, and convening the world’s most talented faculty, students, artists, designers and creative leaders.

The RCA will remain an independent, postgraduate institution with a sharply distinctive and fresh research agenda and a research-driven approach towards our taught programmes that keeps it always one step ahead. We will focus on areas of expertise that only the RCA can offer – including some big-bet propositions where there is an appetite for well-managed risk and preparedness to enter new ventures with new associates. The RCA will lead in new fields of creative practice and intellectual inquiry where we believe creative insights and a uniquely RCA perspective will catalyse new solutions to global challenges. The RCA recognises that the winning formula must be built upon a diversity of student talent with a taught Master’s model that is more inclusive, affordable and better suited to twenty-first century lifestyles and careers.

The Strategic Plan included the rollout in 2022/23 of an entirely new model of delivery for the RCA’s taught postgraduate programmes to support access, widening participation and student flexibility; it underscores the RCA’s commitment to remain the world’s most research-intensive art and design university; and it commits to a number of equity and diversity goals which will lead towards the RCA becoming an anti-racist institution. Many of the initiatives within the former and current Strategic Plan are predicated upon the success of a very active comprehensive capital campaign, entitled GenerationRCA which launched in early 2018 and which has raised over £85m to date against a goal of £100m.

GenerationRCA supports major capital projects, professorial posts, student financial aid and scholarships. The College’s five-year Financial Plan assumes c.£45m of new cash receipts will be secured between 2022–27.

The Strategic Plan is ‘twinned’ with an underlying Operating Plan which outlines the delivery and KPIs which will enable the institution to deliver its ambitious strategic plan.

For more information about the Strategic Plan 2022–2027, please visit [here](#).





06. Our Research

The Royal College of Art excels in world-leading art and design research with real-world impact. Our research is characterised by its roots in creative and innovative practice, by engagement with partners in business, industry, government, and communities; a focus on addressing today's global challenges; and collaboration across disciplines, particularly in science, engineering, technology, and medicine.

Some recent examples of our diverse and world-class research projects include:

- **Ecological Citizens:** large-scale (£3m) UKRI-funded research project in the School of Design. Ecological Citizen(s) is a 4 year Network+ based at the RCA in collaboration with University of York's Stockholm Environment Institute and Wrexham University. Our mission is to catalyse Ecological Citizenship for positive climate action;
- **Textiles Circularity Centre:** large-scale (£5m) UKRI-funded research project in our Material Science Research Centre. The Textiles Circularity Centre will turn post-consumer textiles, crop residues and household waste into renewable materials for use in textiles, developing new supply chains, textile production, design and consumer experience;
- **Design Age Institute:** large-scale (£5m) Research England funded knowledge exchange project in our Helen Hamlyn Centre for Design. Design Age Institute's mission is to amplify the voice of people as they age and create a thriving economy for aspirational products and services that support happier and healthier ageing;
- **Climavore x Jameel:** large-scale donor-funded project in the School of Architecture, reimagining foodways for drylands and wetlands in the climate crisis;
- **Laboratory for Artificial Intelligence in Design (AiDLab):** AiDLab is the first research platform that focuses on the integration of AI with design. It was jointly established by The Hong Kong Polytechnic University (PolyU) and the RCA and is funded by the HKSAR Government under the InnoHK Research Clusters.



Royal College of Art

07. About the School of Design

The School of Design engages with design on multiple levels, from the highly conceptual to the deeply practical, with a strong culture of innovation, experimentation, and debate. Programmes are supported by staff with reputations in world-leading research, teaching, and practice. The School offers programmes in Innovation Design Engineering,

Design Products, Fashion, Textiles, Service Design, Health Care, and Design Futures, as well as offering research degrees to PhD level. The School's Research Strategy addresses the UN Sustainability Goals and UNESCO and engages staff and students in world-class research and teaching.

Click on the images below to explore our programmes:



Art & Design



Creative Education



Design



Design Futures



Design Products



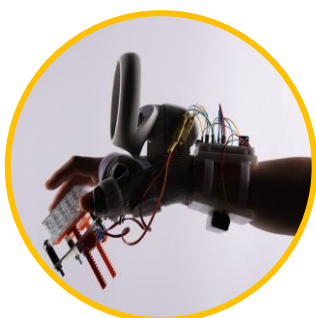
Fashion



Global Innovation Design



Healthcare & Design



Innovation Design Engineering



Master of Research



Service Design



Textiles



Royal College of Art

Context

The higher education environment is fast-moving, with new initiatives such as the TEF and KEF entering the sector alongside the established REF, and the Office for Students, replacing the Higher Education Funding Council for England in 2018. In 2019, the Augar Review presented a set of recommendations to Government on post 18-year-old education. In funding terms, the change has been swift: ten years ago, the RCA received 65% of its teaching budget from public funding; it is now closer to 15%. Its largest single source of public funding is its Institutional Specific Targeted Allocation, a peer-reviewed grant awarded to world-leading, small specialist institutions. At present, the RCA receives the maximum ISTA premium of £4m p.a.

Vision

The School of Design aspires to be a global leader in design education, research, and practice, where creativity meets critical inquiry to address the world's most pressing challenges. We envision a future where our graduates are at the forefront of innovation, shaping the design landscape through ethical, sustainable, and transformative practices.

Mission

Our mission is to cultivate a dynamic and interdisciplinary environment where students, researchers, and industry partners come together to push the boundaries of design. We aim to foster a culture of experimentation, debate, and collaboration, empowering our community to engage with design on every level – from the deeply practical to the highly conceptual. Through our programmes, we equip students with the skills and knowledge to become leaders in various design fields, including Innovation Design Engineering, Fashion, Textiles, Service Design, Health Care and Design Futures.

Core Values:

- **Innovation and Experimentation:** We prioritise a culture that encourages bold experimentation and innovative thinking. Our programmes and research initiatives challenge conventional design practices and explore new possibilities, preparing students to lead in a rapidly evolving world.
- **Interdisciplinary Collaboration:** Recognising that the future of design lies at the intersection of disciplines, we actively encourage collaboration across fields such as technology, humanities, and science. Our partnerships with industry, academia, and cultural institutions foster a rich environment for interdisciplinary research and practice.
- **Global Engagement:** We are committed to addressing global challenges through design. Our research strategy aligns with the UN Sustainability Goals and UNESCO's objectives, ensuring that our work is relevant on an international scale and contributes to a more sustainable and equitable world.
- **Cultural and Societal Impact:** The School of Design is deeply engaged with the cultural and societal contexts in which design operates. We maintain strong connections with arts and culture organisations, ensuring that our work is not only innovative but also resonates with the public and contributes to broader cultural dialogues.
- **Ethical Responsibility:** We emphasise the importance of ethical responsibility in design. Our students and faculty are encouraged to consider the social, environmental, and economic implications of their work, ensuring that their designs are not only innovative but also responsible and sustainable.

Goals:

- **Educational Excellence:** To deliver cutting-edge, research-informed design education that equips students with the skills, knowledge, and critical perspectives needed to lead in their fields.
- **World-Class Research:** To support a distinctive research culture that thrives on the interplay between theory and practice, addressing key strategic opportunities and challenges on a global scale. We aim to secure and leverage funding to translate our research into real-world impact.
- **Industry and Public Engagement:** To strengthen our relationships with industry and cultural institutions, facilitating knowledge exchange, executive education, and opportunities for students and researchers to engage with the public on a global stage.
- **Sustainability and Social Responsibility:** To ensure that our work actively contributes to the sustainability agenda, addressing the UN Sustainability Goals and creating designs that are socially responsible and environmentally sound.

Future Vision:

We aspire to be the leading School of Design globally, known for our innovative approach to design education, our interdisciplinary collaborations, and our commitment to addressing the most pressing challenges of our time. Our graduates will be recognised as pioneers, not only for their creative and technical skills but also for their ability to use design as a force for positive change in society.

This vision emphasises the School of Design's commitment to innovation, interdisciplinary research, global engagement, and ethical responsibility, positioning it as a leader in the design field both academically and practically.





08. Role Description

Responsible to:	Pro Vice-Chancellor, Academic
Responsible for:	Associate Dean, Heads of Programmes x 5 (Textiles, Service Design, Fashion, GID & IDE, Design Products, Design Futures, MRes Healthcare & Design), School General Manager (plus approx. 35 Academic Personnel)
Location:	Battersea and Kensington, London

This appointment will be a 5-year, fixed term position, with the potential for renewal. The successful candidate will also be appointed to a professorial position, which is a continuing position at the RCA.

It is essential that the Dean can think dynamically and entrepreneurially about the future of Design education both within the School of Design and in its broader connections across the RCA and externally and can align and motivate staff at all levels to achieve the College and the School’s strategic ambitions, including in the areas of scale, flexible learning, and earned income.

The role of Dean is a full-time position and may be combined with other College duties, e.g. principal investigator on grant-funded projects. Key responsibilities will include:

Strategy

- Providing academic leadership, vision and strategic direction for the School locally, nationally and internationally;
- Ensuring that the School of Design plans are aligned with and deliver the RCA strategic plan and operational plan(s);
- Ensuring that the strategy is embedded within the culture of the School and is implemented via the School leadership team comprising the School’s senior staff, and is ‘cascaded’ effectively at all levels within the School.

Academic Development

- Taking a lead role in initiating academic development and planning within the School in terms of programme innovation and research, aligned to the College’s frameworks and strategies;
- Providing leadership in future thinking, planning, and identification of new areas of academic work including new M-level, doctoral and executive education opportunities, and flexibility towards new modes and formats for delivery in line with the RCA academic framework;
- Ensuring that the student experience is ‘centre stage’, particularly in the immediate term, when major campus enhancements are underway.



Royal College of Art

Research and Knowledge Exchange

- Maintaining the RCA's position as the UK's most research-intensive specialist art and design university;
- Ensuring that research and knowledge exchange is at the core of the School of Design's strategy and that the findings, new knowledge and insights created are widely disseminated to broader communities. Grow the profile and external income for research and knowledge exchange aligned to College priorities, including UKRI and the Industrial Strategy;
- Working with Research Leads to ensure that the School is 'REF ready' with all relevant faculty at 3*/4* quality levels and producing the appropriate quality and number of outputs for REF2029 and future research assessments and audits.

Communication and Representation

- As Dean of one of the world's most respected schools of Design, the Dean provides charismatic externally facing leadership. They will be required to attend and speak at conferences and biennales, to publish articles on contemporary design, and to engage with the communities of design professions and practices;
- As UK higher education moves increasingly towards a business model underpinned by philanthropic investment, the Dean is required to devote time to stewarding existing donors, articulating the vision to new prospective donors, and to assist the Director of Advancement & Alumni Relations and the President & Vice-Chancellor in their fundraising activities in London and overseas;
- In terms of internal audiences and stakeholders, the Dean will be an effective communicator with staff, students, and alumni. This is especially important, at a moment of campus and curriculum development, as staff, students, and stakeholders require timely engagement with 'change' issues.

Management

- Providing model leadership and set standards of academic and creative excellence which will inspire all faculty, staff, and students. They will be ambitious for change, demanding innovative practices and insights from staff and students and setting the bar high for all activities, research outcomes, and school initiatives;
- Managing the allocation and deployment of School resources in an effective and transparent manner in line with RCA financial regulations: a budget of £5.3m in 24/25 and 60FTE staff.

Academic Standards

- Ensuring that the recruitment, selection and assessment of students is conducted in a rigorous, transparent and fair manner with respect to legal requirements and best practice, and student engagement, and in line with the College's recruitment strategy;
- Ensuring that organisation and management at School and programme levels is effective, and is effectively communicated to students and staff including, in particular, the effective communication of change.

The College Community

- The RCA is a small, tightly knit community; it is essential that all Deans and figures in leadership roles actively contribute to the development and implementation of College strategy and delivery through membership of:
 - the Senate;
 - the College Executive Board;
 - meetings and forums as established by the PVC-Academic;
 - membership of other committees as required, through rotating membership (e.g. Academic Standards Committee, Academic Board for Concessions and Discipline, Research and Knowledge Exchange Committee, Learning and Teaching and Student Experience Committee).



09. Person Specification

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities and experience:

- The post-holder will be an exceptional leader in one of the School of Design's main disciplinary areas or, exceptionally, in a cognate area where a track record of outstanding leadership, transformation and achievement can be evidenced;
- With strong interpersonal skills and strategic leadership qualities the post-holder will have excellent team-building abilities which deliver results, and which continue to develop the creative insights and academic excellence of the School of Design;
- The Dean will be an effective communicator with students, faculty, non-academic staff and external stakeholders;
- The post-holder will be able to demonstrate the ability to scenario plan, risk manage, set and implement strategy at a time of unprecedented change in the HE sector, and to lead their School and staff through changes agreed at College level;
- The post-holder will ideally possess a thorough knowledge and experience of working within the UK or comparable art and design HE sector, its quality assurance and enhancement, academic development, research, knowledge exchange, funding and research excellence frameworks, and be able to develop strategies for success, growth and sustainability.

It is anticipated that the successful candidate will fulfil at least two of the following criteria:

- A proven track record of success over several years as a senior academic at a prestigious higher education institution, in the art and design or broader creative discipline areas;
- A proven track record of success in practice-based research in receipt of successive RCUK grants (or equivalent), and/or leading research teams to success in income and REF performance measures;
- An eminent design practitioner with extensive experience in delivering excellence and improvement in a higher education setting, and a strong track record of achievement in their chosen field with demonstrable impact.

The College requires newly appointed Deans who are not in possession of a recognised qualification in learning and teaching in higher education, to obtain an appropriate qualification in learning and teaching or research degree supervision within 18 months of appointment.



10. Rewards, Benefits, and Additional Information

- Competitive salary commensurate with level of experience;
- The RCA is a participating institution of the Superannuation Arrangements of the University of London (SAUL). As such, the College can offer all new starts joining on or after 1 April 2023 membership of SAUL START, a new contributory, defined contribution, pension scheme. The College will contribute a sum equal to 16% of your salary while you pay 6%;
- 6 weeks' (30 days) paid leave a year plus bank and public holidays normally observed in England and Wales. In addition, the College is normally closed for six days a year, one day either side of Easter and the remainder between Christmas and New Year;
- Interest-free loans are available for staff to purchase annual season tickets;
- Qualifying employees are entitled to six weeks' maternity leave entitlement at full pay. Qualifying employees are entitled to two weeks' paternity leave entitlement at full pay. This compares to the statutory provision of two weeks' pay at the statutory rate;
- Occupational sick pay after three months' service is three months' full pay/three months' half pay;
- Staff and family members in their household have access to a free, external, confidential support service for work, financial, legal, family and personal problems 24 hours a day, 365 days a year;
- Occupational Health support for the College is provided by Imperial College's occupational health service at their South Kensington Campus;
- Cycle to Work Scheme – The Government's Green Transport Initiative, which allows employees to make significant savings on purchasing new bikes and safety equipment;
- Active members of the SAUL pension scheme automatically receive life cover. A lump sum of four times your salary together with a refund of your contributions and a 2/3 pension for your dependant/spouse is payable should you die whilst in employment;
- All staff are welcome to join the College library;
- All staff are welcome to attend exhibitions, lectures and private views held by academic schools and programmes.





Royal College of Art

11. Appointment Details and How to Apply

The RCA is being assisted in this appointment process by the executive search firm Society (www.society-search.com).

Applications should consist of:

1. a concise covering letter (ideally no longer than two pages), addressing the criteria in the Person Specification;
2. an up-to-date curriculum vitae;
3. names and contact details of three referees (although referees will only be approached at the final stage of the process, and only with your express permission).

General advice on how to write a [strong CV](#) and [strong covering letter](#) can be found on our website.

To upload your documents via Society's website, click [here](#).

The deadline for receipt of applications is midday on **Monday, 14 October 2024**.

Shortlisted candidates will be invited to interview in London on **Thursday, 12 December 2024**.

An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a salary that is commensurate with their experience and the seniority of their new role.

The Royal College of Art aims to foster an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students and stakeholders are respected. We recognise the broad range of experiences that a diverse staff and student body brings and how this strengthens our research and enhances our teaching. In order for RCA to remain a world-leading institution we are committed to promoting equity, diversity and inclusion (EDI) principles throughout all of our processes, from application through to appointment.

Society is committed to ensuring that anyone can access our application processes. This includes people with hearing, sight, mobility, and cognitive impairments. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us at inclusion@society-search.com. We also welcome suggestions or comments about any more general access improvements we should consider.





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10%

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Foundation

Society is a global executive search firm and a certified B Corporation. 10% of our profits go to charitable causes through The Society Foundation. With colleagues in the United Kingdom, the United States, and New Zealand, we solve senior hiring challenges for responsible businesses and purpose-driven organisations around the world.

We believe that the right candidate, placed in the right organisation at the right time, can initiate a chain reaction of transformative change that will help to deliver a more inclusive and sustainable future.

Certified



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