



# Profile of the Director of Impact

## About this document

<b>URL of working version</b>	Profile of the Director of Impact
<b>Document type</b>	Guideline
<b>Date of last update</b>	10 April 2026
<b>Author(s)</b>	FB BETA
<b>Distribution</b>	Faculty
<b>Consolidated PDF versions</b>	
<i>Version</i>	<i>Description</i>
25 October 2019	Approved version FB
10 April 2026	Approved version FB

## Profile and remit

The Faculty Board is seeking a Director of Impact (*Directeur Valorisatie*) who is focused on collaboration, open to diverse perspectives, considerations and interests, and has a keen sense of what is happening within the organisation. You think in terms of opportunities, enjoy taking the initiative and are open to innovation. You invest in building networks and relationships with both academic and support staff and have a knack for bringing people together.

As Director of Impact, you will, together with the academic departments, steer the faculty's ambitions in the field of valorisation. You will ensure the development of valorisation in such a way that it strengthens the faculty's academic, societal and financial position. In this role, you will have the following tasks and responsibilities:

- Jointly developing, rolling out and promoting a vision for the faculty's future valorisation, in line with the faculty's vision;
- Developing and implementing a faculty valorisation strategy with the departments;
- Encouraging partnerships in the field of valorisation (within the VU and at national and international level), with a focus on improving support for valorisation in collaboration with the IXA-Grant Office VU;
- Ensuring effective alignment of faculty and university valorisation policy in collaboration with faculty and university policy support;

- Promoting an entrepreneurial attitude, behaviour and skills among students and staff, including through training and education for staff and students;
- Acting as the point of contact for social and economic valorisation activities, including agreements and facilities relating to start-ups or secondary activities;
- Consulting and reaching agreements on behalf of the Faculty Board with the faculty representative body in the field of valorisation.

In this capacity, the Director of Impact works closely with the Dean, who bears ultimate responsibility for the faculty and to whom the valorisation portfolio has been assigned, the Vice-Dean of Research, and the heads of the academic departments. As an advisory member of the Faculty Board, the Director of Impact, together with the other members of the Faculty Board, shapes the faculty's strategic agenda.

## Position within the organisation

The Director of Impact

- advises and reports to the Dean, and deputises for the Dean on the valorisation portfolio where necessary
- is an advisory member of the Faculty Board and part of the Management Team;
- provides functional leadership to the Policy Officer Impact;
- represents the faculty's academic departments and the Faculty Board in valorisation-related consultations at university level, including the VU Impact Board (IBVU).

## Job requirements

The Director of Impact

- has extensive experience in (managing) valorisation activities;
- has a strong academic reputation with experience in academic teaching and research at senior level (full professor, associate professor);
- is able to formulate a strategic vision for valorisation within the university context and knows how to translate this into concrete results;
- has management/administrative experience within an academic setting;
- possesses excellent communication and leadership skills and a keen organisational awareness;
- has sufficient command of Dutch and English to operate in an administrative context (passive command of listening and reading).

For this position, even more so than for other roles, secondary employment may give rise to situations where a (perceived) conflict of interest could arise. In such cases, the Director of Impact is expected to proactively discuss this with the Faculty Board, so that appropriate arrangements can be made jointly and in good time.

## We offer

- The opportunity to develop (further) at a managerial level;
- A four-year appointment for 0.4 FTE with the possibility of extension for a further four years;
- A 6.5% allowance on top of the gross salary;
- Tailored support for personal and professional development;
- A warm welcome to a close-knit team;
- Professional administrative and policy support.

## The team

As Director of Impact, you will be an advisory member of the Faculty Board (FB). The Faculty Board comprises: the Dean, the Vice-Dean for Education (portfolio holder for Education), the Vice-Dean for Research (portfolio holder for Research), the Director of Operations and the Director of Finance. The Faculty Board is supported by the Faculty Secretary/Head of Administrative Affairs, the Director of Education and the Director of Impact, who together with the FB form the Management Team. In addition, the Faculty Board is supported by the following advisers: the HR Team Leader and the Faculty Adviser for Communications.

## Procedure

- The vacancy will be advertised within the faculty via the departments and a notice in Bètazine;
- Candidates may express their interest by submitting a cover letter and CV to the Dean and/or HR Advisor (Bart Wichers, b.n.wichers@vu.nl) by 11 May at the latest;
- The selection panel will be composed of faculty members and chaired by the Dean;
- The selection committee consists of two sub-committees: comprising the chair, the HR adviser and (spread over two rounds):
  - Head of Department
  - Valorisation Policy Officer
  - Head (or member) of IXA-GO
  - Junior staff member
  - Member of the ODC

Candidates will have an interview with both sub-committees. A second round of interviews may follow. The selection committee will then make a joint decision on the candidate.

- Academic integrity and secondary employment are discussed with the Dean;
- The faculty's representative body (fGV) is consulted in writing by the Dean, preferably with a personal explanation, and is provided with the CV and the reasons for the appointment. This constitutes a formal recommendation;
- The Faculty Board appoints the candidate;
- The candidate to be appointed has an introductory meeting with the Dean.

## About the Faculty of Science

We are an entrepreneurial faculty which, building on strong foundations in the natural and life sciences and working in close collaboration with society, develops solutions to the complex scientific and societal challenges of our time. Through our teaching and research, we contribute to a sustainable, healthy and resilient society—both now and in the future.

We are proud of the collegial working atmosphere within the faculty. Students, lecturers, researchers and support staff combine a curious, research attitude and a results-oriented approach with social impact and entrepreneurship.

Through our teaching and research, we cover the full breadth of the natural and life sciences: from forest fires to big data, from obesity to malnutrition, from yoghurt to quark, from hydrology to the universe, and from gene to medicine. The strength of our faculty lies in the connection between fundamental research and (technological) applications for complex systems and society. The nature of our academic teaching and research is highly experimental, technological, computational, inter- and transdisciplinary. Furthermore, our teaching and research are inextricably linked to impact and innovation, from advanced technology to data science. This makes us a natural partner in collaborations with societal organisations, the business community and other academic institutions, including the strategic alliance with the University of Twente.

The faculty has over 8,000 students enrolled in one of its 38 degree programmes and employs over 1,400 staff across 10 academic departments.

## About the VU

Ever since its foundation, the VU has stood for distinctive academic practice and application. The VU is an open organisation, with strong ties to people and society. The VU aims not only to deepen knowledge, but also to broaden it. The organisation asks its students, researchers, PhD candidates and staff to look beyond: beyond self-interest, beyond their own discipline, beyond the familiar, beyond the here and now. The three core values – ‘responsible’, ‘open’ and ‘personal’ – serve as an inspiration in the organisation of teaching and research and are reflected in the day-to-day interactions between students and staff. The VU attaches great importance to leadership and has set out guidelines for this in the VU [‘Art of Engagement’](#).

Vrije Universiteit Amsterdam has approximately 4,700 staff and approximately 25,000 students.