

Headway People, a recruitment consultancy specialising in higher education, research and training, is recruiting on behalf of ESCP Business School, the world's first business school and one of Europe's leading institutions in management education.

Founded in Paris in 1819, ESCP is a world-renowned, multi-campus business school with six campuses in Berlin, London, Madrid, Paris, Turin and Warsaw. Consistently ranked among the top business schools worldwide, ESCP combines academic excellence, international diversity and strong connections with the global business community to educate the responsible leaders of tomorrow.

Executive President & Dean

The role :

The primary mission of the Executive President & Dean is to steer and implement the strategic rollout of ESCP as defined in its Bold and United (2026–2030) plan. He will deliver agreed strategic and operational objectives, support and develop leaders and staff across the School, manage a multicultural workforce, and serve as ESCP's principal external representative to numerous academic and institutional stakeholders.

Specifically, the successful candidate will be required to :

- Report to the Chairman of the Board of Directors, and its three specialised committees (Strategic Committee; Audit Committee; Nomination and Remuneration Committee, including Inclusion and Diversity).
- Maintain regular contact with the CCIR (the Paris Île-de-France Regional Chamber of Commerce and Industry), ESCP's shareholder.
- Ensure seamless collaboration between stakeholders, including the Board of Directors, Alumni Association, Foundation, and Agora.
- Raise funds in partnership with the ESCP Foundation as part of its major €100 million campaign ;
- Coordinate the activities of all ESCP campuses and branches.
- Ensure an effective, efficient, and appropriate alignment between the school's rapid growth and the necessary resources (real estate, human resources, finance, IT, etc.).
- Lead and manage the School by convening executive bodies, overseeing the EFAC (European Faculty Advisory Committee), and chairing the French Social and Economic Committee (CSE), the disciplinary committee, as well as the admissions and graduation juries alongside the French Education Authority (Rectorat) or its international equivalents. The Executive President & Dean will also select examination topics for the competitive entrance examinations for the French preparatory classes (classes préparatoires).
- Participate as a member in the local governance bodies of each campus.
- Monitor and assess the academic and financial performance of the campuses, alongside evaluating Campus Directors.
- Encourage and strengthen world-class academic research.
- Oversee the development of the real estate master plan across all campuses (Paris République, construction works in Berlin and London, and seeking a new campus in Madrid).
- Improve student experience across all campuses.
- Secure academic accreditations for both campuses and individual programmes where required.
- Pursue the sustainable development strategy already established at ESCP.
- Actively participate in the School's communication and visibility across media, professional, institutional, and academic bodies.
- Maintain or improve national and international rankings of the programmes and the School.

- Enhance social diversity and widening participation within the programmes, particularly the Master in Management (Programme Grande École – PGE).
- Attract talented international students and initiate prestigious, develop prestigious and high-impact academic partnerships.

Candidate Profile :

We are seeking an executive leader from a major higher education institution with proven experience in leading transformation projects within complex, multi-programme, multicultural, and multi-campus European higher education environments.

Required skills and qualifications :

- **Academic Credentials** : Holder of a PhD (or equivalent) and an HDR (Habilitation à Diriger des Recherches), or an equivalent qualification demonstrating the ability to supervise doctoral research.
- **Academic Standing** : Coming from the world of education, the candidate must be a professor recognised by the international academic community through scholarly achievements, academic leadership and active participation in relevant academic networks.
- **Leadership & Management** : Proven track record in managing international and multicultural teams. Experienced in developing national and international partnerships.
- **Institutional Knowledge** : Excellent understanding of ESCP to quickly grasp its complexities, such as the balance between federal structures and individual campuses, stakeholders, and organizational setup.
- **International Outlook**: Demonstrated international leadership experience and full professional fluency in both French and English.
- **Financial Acumen** : Proficiency in economic and financial management within budgetary processes and management control across the various entities and campuses making up ESCP.
- **Professional Network** : Well-established within influential national and international networks, including Grandes Écoles, accreditation bodies, and public/private economic stakeholders (ministries, embassies, etc.). Well-connected to the corporate world and organisations that employ the school's graduates.
- **Strategic Alignment** : Able to embrace, champion and further develop the Bold & United strategic plan from day one.
- **Personal Attributes** : Creative yet pragmatic. Strong listening skills, exceptional leadership, strong execution and reporting capabilities, and the ability to unite and build teams. Possess a collaborative spirit, a strong work ethic, integrity, and deep respect for others.

Terms of Appointment :

- **Start date** : Position to be filled for the start of the academic year in September 2026.
- **Remuneration** : Attractive package and status, under a French employment contract.
- **Location** : Based at the Champerret Campus, Paris, France.

Recruitment Process :

Please submit your complete application (Curriculum Vitae, cover letter, and a list of references) to s.obarowski@headway-advisory.com by the closing deadline of 21 June 2026.

ESCP is an equal opportunity employer and welcomes applications from all qualified candidates, including individuals with disabilities. All applications will be treated with the utmost confidentiality, in full compliance with GDPR regulations.

Following two to three interviews with specialist recruitment consultants from Headway People, shortlisted candidates will be presented to the school's leadership for further interviews.

