



NEWNHAM COLLEGE
UNIVERSITY OF CAMBRIDGE

Appointment of Principal

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Introduction

The current Principal of Newnham College will step down from this role in the summer of 2026. The Governing Body intends to elect her successor in late 2025 to take office in September the following year. The appointment has a fixed term of seven years through to the summer of 2033.

The Principal will lead the College community as it responds to the changing environment of higher education in the UK today, and will have a good understanding of the challenges facing students, academics, and those who aspire to academic and other careers. The successful candidate will be

passionate about women's education and will understand how the College can promote and empower the most academically able young women to succeed as future leaders. She will be a strong advocate for the College and its community internally, as well as within the University of Cambridge and beyond to the wider world, drawing on networks and establishing new links to extend the College's reach nationally and internationally. She will lead the Fellowship in evolving and shaping longer-term strategies as well as working with a strong administrative and operational team to oversee effective management of the College's estate and resources.

The College

Newnham College began in 1871, before women were admitted to the University, as a house in which young women could reside while attending lectures in Cambridge. From its earliest days, Newnham has been at the forefront of promoting academic excellence for women and still has a women-only Fellowship and student body, whilst its thriving community of staff includes both women and men with a range of responsibilities and key roles.

Newnham currently has around 420 undergraduates, 280 postgraduates, a Fellowship of about 60 and 130 administrative and operational staff. Newnham's academics and students demonstrate outstanding research profiles and achievements. Our Fellows are leaders in their field, they head academic departments and faculties, serve on editorial boards of leading journals, are keynote speakers at global

events, and include winners of major academic prizes as well as Fellows of the Royal Society and the British Academy, amongst others.

Newnham has a proud history of championing education for women at Cambridge and beyond. The College plays a significant role in the life of the wider University, with its members serving at the highest levels of university administration. Its alumnae include notable scientific and public figures as well as some of the most important writers of the twentieth and twenty-first centuries. Recent work on the College's history has included a collaborative investigation into the Legacies of Enslavement, in which staff and students explored the sources of the College's wealth and contributed to work across the University, which seeks a clear view of its history and its global responsibilities.



The College is distinctive in hosting two international research centres: the Skilliter Centre for Ottoman Studies, with its focus on the Mediterranean world, and the Margaret Anstee Centre for Global Studies, focusing on global development and bringing female scholars from the Global South to Cambridge.

In keeping with our radical heritage, Newnham has a strong commitment to sustainability, diversity, and racial equality. We are one of the most generous Colleges in terms of bursaries offered to undergraduates for both general expenses and more specific purposes. Our postgraduate student community is well-supported for travel and research, and we have also been increasing the amount of money available for postgraduate scholarships, an important part of our current fundraising campaign 'Shaping Newnham's Future'.

The College's diverse student body is actively engaged in many aspects of College and University life including sport, music, journalism, activism and volunteering. The College is a vibrant hub for teaching, academic meetings and conferences.

Newnham is a diverse and welcoming community that is strongly committed to furthering the careers of its students and academics through the provision of funding and through formal and informal networks of advice and collaboration. The College has a particularly engaged body of alumnae, who contribute to the continued success of Newnham, fostering a strong network throughout the world. This includes a group who serve as Associates, and engage actively with mentoring current students and supporting the College in other ways.



Governance

The Governing Body of the College consists of the Principal and around 60 Fellows, with representation from the Junior Members (undergraduate and postgraduate students) and the Associates (three of these distinguished alumnae contribute to collegiate governance by serving on the Governing Body for three years):
<https://newn.cam.ac.uk/about/people/principal-governing-body-fellows>.

The Fellowship plays a pivotal role in the governance of the College and is responsible for all aspects of Newnham's life and its development and improvement. The Principal's leadership is

central to the work of the Governing Body. She also chairs the Council which is the trustee body responsible to the Charity Commission, and comprises College officers, Fellows and student representatives. She is well supported by senior College officers, including the Vice-Principal, Senior Tutor, and Bursar, as well as an executive assistant. Newnham has an outstanding team of staff in administrative and operational roles.

Newnham currently has an endowment worth over £130 million and provides generous support to students through bursaries and studentships. Published accounts are available [here](#).





The role

As Head of the College, the Principal is its foremost representative and advocate within the University and in the wider world. Her task is to provide vision and leadership consistent with the ethos of the College, and which expresses the collective will of the Governing Body. The successful candidate will demonstrate a deep commitment to the academic purpose and aims of Newnham, and will be a custodian of the College as a thriving intellectual and social community.

The Principal is not merely a figurehead, but must maintain a visible presence in the College throughout the year, taking a keen interest in the collegial life of Newnham and providing inspiration to, and active engagement with, the student body. She hosts many of the academic and social occasions of the College year.

The Principal must have the acuity to ensure, with the support of the Bursar, the continued smooth financial and operational running of the College, including taking an active role in fundraising, and thereby helping to provide the necessary underpinning to achieve our goals of education, learning and research.

The Principal represents the College within the University; for example, by serving on key committees, both ex officio and by invitation according to her experience and expertise. She also speaks for Newnham to the wider world, and engages with the College's alumnae and supporters. She may also act as a media spokesperson if necessary. The Principal's commitment to the College must be a wholehearted one, but we welcome candidates who maintain outside interests in professional or public life. Major external commitments must be discussed and parameters agreed with the College Council.

The Principal entertains visitors to the College, including alumnae, senior visiting scholars, and prospective donors. She also acts as host for alumnae events outside the College, both in the UK and abroad. The leadership of fundraising activities, nationally and internationally, with the support of the Development Office, is an important facet of this position. The successful candidate will convey warmth and welcome as the public face of the College.

Experience and qualities required

The College seeks a Principal who has achieved distinction and success in her chosen field, and who has strong intellectual credibility. The successful candidate will be committed to the importance of higher education and academic excellence, and to the distinctive qualities of collegiate life.

Experience

It is essential that the successful candidate possesses the following:

- A distinguished record of achievement in her chosen field;
- A strong intellectual background;
- A national/international profile, and a network beyond the University.

Personal competencies & qualities

Among the requisite characteristics of the Principal are:

- The intellectual stature to command the respect of the Fellowship and the collegiate University;
- A demonstrable commitment to, and sympathy for, the academic purpose of the College and a keen interest in developing the intellectual life of all of its members;

- Financial and management acumen;
- A strong commitment to the ethos of the College and its values of openness, inclusivity, diversity, and innovation;
- An inclusive leadership style that inspires and motivates the Fellowship, student body and College staff and a commitment to the social element of the Principal's role;
- Diplomatic acuity and a high level of integrity and empathy, with a sense of fairness, discretion, and willingness to listen and learn, but also recognition that not all decisions are popular ones;
- The ability to develop a collective vision of the future with the Fellowship;
- The ability to chair meetings effectively;
- The ability to provide strong leadership while also constructively engaging with self-governing committee structures;
- The ability to work successfully with, and supportively of, the College's administrative and operational staff;
- Cognisance of the challenges facing higher education, and an understanding of, and empathy with, collegiate Cambridge.





Terms of appointment

Remuneration and allowances

The Stipend of the Principal is Spine Point 78 on the University's single salary pay scale, currently £109,850 pa, with contribution to the USS pension scheme. It is expected that this be a full-time (100%) role, and that this be the post-holder's only paid employment, unless otherwise agreed with the College. Holiday entitlement is six weeks plus bank holidays (38 days in total).

The Principal will reside in the architecturally distinguished Principal's Lodge, supported by a Housekeeper. This accommodation, which is not deemed to be a taxable benefit, is provided rent-free; however a taxable benefit arises on the related services (including utilities, which are paid for by the College) which is capped at 10% of taxable earnings for the role.

The Principal is expected to entertain students, members of the College and others on behalf of the College, both in Cambridge and elsewhere. Entertainment and travel allowances are provided; the Principal is also entitled to all catered meals free of charge.

The College will pay reasonable removal expenses in connection with the move of the Principal to the Principal's Lodge from elsewhere in the UK.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Newnham College on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **IABSK**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Monday 14 July 2025**.

*The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

Applicants should submit a full CV and cover letter detailing their interest in the role. There will be a two stage 'interview' process. In the autumn, ten applicants will be invited to visit the College and

meet our different constituencies. We will then short-list and invite these candidates for formal interview in late November 2025.

Newnham College is an equal opportunities employer. This role is restricted to women applicants under the terms of Schedule 22 of the Equality Act (2010) and Article 3 of the College Charter.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



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