

The Wiener
Holocaust Library

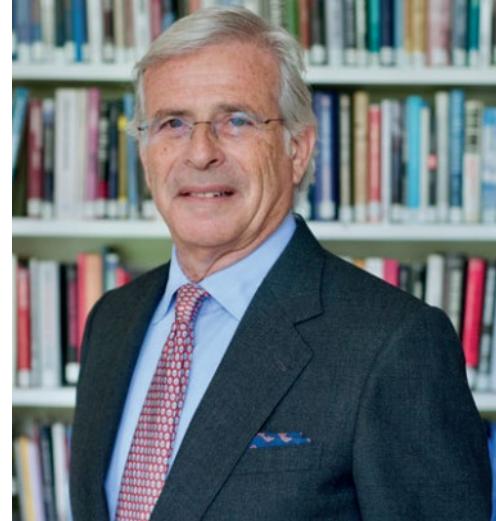
DIRECTOR APPOINTMENT BRIEF

JANUARY 2026

EBXJA

Saxton Bampfylde

THANK YOU FOR YOUR INTEREST AND WELCOME



This is an exciting and pivotal moment to join the Wiener Holocaust Library as our next Director.

The Wiener Holocaust Library is one of the world's most important archives on the Holocaust, Nazi persecution and genocide. Founded in 1933, it has long been an indispensable resource for scholars, students, educators and the wider public, and today plays a vital role in research, teaching and public understanding in the UK and internationally. While we are still named a "library", at heart we are a dynamic archive and research institution, with a growing public-facing mission.

We are now entering a significant new phase in our development. With a major capital extension on the horizon, which will include a new learning centre and permanent exhibition space, we have an opportunity to broaden our offer, deepen our impact and position the Library for the next generation. Supported by the University of London and long-standing donors, this project represents a step change in our physical presence and ambitions, and will enable us to welcome more researchers, students and visitors than ever before.

At the same time, the Library is evolving strategically. While research and academic engagement remain at our core, with a strong flow of postgraduate and PhD researchers and active partnerships with institutions such as UCL and Royal Holloway, we are also focused on digitalising our collection, increasing our visibility, strengthening our public profile and growing our unrestricted income.

This is therefore a role for a leader with not only academic credibility but also strategic vision for the next chapter of the Wiener Holocaust Library. We are looking for someone who can bridge worlds from working with researchers and students, to also thriving in conversation with donors, partners, visitors and other key stakeholders. The successful candidate will need to bring proven experience of managing people, tasked with leading our team through this next period with empathy and clarity.

Above all, we are seeking a Director with vision - someone excited by the potential over the next five to ten years for The Wiener Holocaust Library, who can articulate where we should be heading and inspire others to come with us. This is not a quiet or purely internal role. It calls for an outward-looking, confident leader who wants to help shape the future of one of the UK's most significant cultural and academic institutions at a moment of real opportunity.

If you are motivated by the chance to lead an organisation with profound purpose, growing ambition and an extraordinary legacy, and to help write its next chapter, we would be delighted to hear from you.

A handwritten signature in black ink, consisting of a stylized 'D' and a 'J' with a period at the end.

Daniel Peltz OBE
Chair Wiener Holocaust Library

CONTENTS

Collect, Preserve, Share: Keeping Truth Alive Since 1933.....	4
Vision, Mission & Values	5
The Library Today	6
Wiener Digital Collections	8
Our Impact in 2024.....	9
Transforming the Wiener Library	10
Why Our Work Matters.....	11
Board Structure & Strategy	12
Context for the Director Appointment	13
Key Responsibilities	14
Person Specification	16
Terms of Appointment and How to Apply	17

Pictured: A member of Jewish Ghetto Police ('Ordnungsdienst') standing in front of police building in Łódź Ghetto.

(Mendel Grosman & Lajb Maliniak, Łódź Ghetto photograph collection. Wiener Holocaust Library Collections)

COLLECT PRESERVE SHARE

KEEPING TRUTH ALIVE SINCE 1933

The Wiener Holocaust Library is one of the world's leading and most extensive archives on the Holocaust, the Nazi era and genocide. The Library's unique collection of over one million items includes published and unpublished works, press cuttings, photographs and eyewitness testimony.

This year we celebrate our 90th birthday.

The Library has its origins in the work of Dr Alfred Wiener, who campaigned against Nazism during the 1920s and 30s and gathered evidence about antisemitism and the persecution of Jews in Germany.

Dr Wiener and his family fled Germany in 1933 and settled in Amsterdam. Later that year he set up the Jewish Central Information Office (JCIO) at the request of the Board of Deputies of British Jews and the Anglo-Jewish Association. This archive collected information about the Nazis, which formed the basis of campaigns to undermine their activities.

Following the November Pogrom of 1938, Wiener prepared to bring his collection to the UK. It arrived the following summer and is believed to have opened on the day the Nazis invaded Poland.

Throughout the War the JCIO served the British Government as it fought the Nazi regime.



Increasingly the collection was referred to as 'Dr Wiener's Library' and eventually this led to its renaming.

We hold some of the earliest accounts produced by survivors of the Holocaust, as well as collections of Nazi documents and photographs, and hundreds of unique collections relating to the experiences of Jewish refugee families who came to Britain in the 1930s and 1940s.

After the War, the Library contributed evidence to support the prosecutions pursued in the Nuremberg Trials, which became the foundation upon which The International Criminal Court in the Hague was established. This court has pursued successful prosecutions in more recent instances of genocide, including Rwanda and the Balkans. The Library has also curated evidence of these subsequent human tragedies to provide resources and contribute further to the understanding of the causal factors that lead to genocide and the strategies that can be adopted to prevent it from happening.

www.wienerholocaustlibrary.org



Top: The Wiener Holocaust Library in Russell Square.
Above: Dr Alfred Wiener (fourth from left) and most members of the Library's staff in London were refugees from Nazism.

6051624

Alien Registration No.

Name Ruth Hannah Wiener
(First name) (Middle name) (Last name)RIGHT
INDEX FINGERPRINT

VISION, MISSION & VALUES

(Signature of holder) Ruth Hannah Wiener

10-26150-1

Birth date August 4 1927
 Born in Charlottenburg Berlin (Germany)
 or near Berlin (City) (Province) (Country)
 Citizen or subject of Non (Country)
 Length of residence in United States One week YES, mes.
 Address of residence Apt. 221 111 West 46th Street
 (Street address or rural route)
New York (City) New York (County) New York (State)
 Height 5 ft., 8 in.
 Weight 115 lb.
 Color of hair Brown
 Distinctive marks None
 (Signature of Identification Official) Eva Schwerle
 (STAMP) IMMIGRATION NATURALIZATION SERVICE
MAR 1 1945
New York

Application filed in Alien Registration Division. Copy filed with Federal Bureau of Investigation office at

Our vision is of a continuously developing library, archive and information service for the UK and for the international community, dedicated to supporting research, learning, teaching and advocacy about the Holocaust and genocide, their causes and consequences.

The Library provides a resource to oppose antisemitism and other forms of prejudice and intolerance. Its reputation rests on its independence and the scholarly objectivity of its activities and publications.

Our mission is:

- To serve scholars, professional researchers, the media and the public as a library of record.
- To be a living memorial to the evils of the past by ensuring that our wealth of materials is put at the service of the future.
- To engage people of all ages and backgrounds in understanding the Holocaust and its historical context through an active educational programme.

Above: The US Alien Registration card of Ruth Wiener, daughter of Alfred Wiener, issued on her arrival in New York at the end of the war. (Wiener Holocaust Library Collections)

Our values inform every aspect of our work:

- We are scholarly, our work is evidence-based, contextualised and intellectually robust.
- We are approachable. We are here to serve and help everyone, regardless of their background or academic achievements.
- We are respectful. We value each individual's uniqueness, worth and dignity, regardless of background, abilities or religious beliefs.
- We are authentic. We stand up for historical truth and its complexities and believe in the integrity of historical evidence.



THE LIBRARY TODAY

Anyone is welcome to visit The Wiener Holocaust Library and study its books, documents, photographs and other materials in the Wolfson Reading Room. Taken together, the precious items we hold are recognised by the Arts Council England as a Designated Collection of National Significance. More than this, the reputation of the Library is global, and we are pleased to work with organisations across the world.

Collections

The documents, objects, testimonies, photographs and family papers collections in our archive are irreplaceable pieces of evidence of the Nazis' systematic persecution and murder of Europe's Jews. Preserving them requires specialised knowledge, meticulous care, and significant resources to ensure their long-term survival and accessibility. As one of the largest and most significant archives of Holocaust-era material anywhere in the world, our institution plays a unique and globally significant role in safeguarding the historical record.

Our collections are only increasing in value and importance. Supporting this work is an investment in the preservation of truth, the fight against Holocaust denial and distortion, and the enduring power of primary evidence to educate, challenge, and bear witness for generations to come.



Exhibitions

Our temporary exhibitions draw upon the Library's extensive collections and showcase them for a diverse range of visitors in the beautifully redeveloped Ernst and Thilde Fraenkel exhibition Gallery. Each year we curate an average of three main temporary exhibitions, recently including a landmark exhibition *Traces of Belsen* to mark the 80th anniversary of the liberation of the Nazi concentration camps. These attract thousands of visitors among the interested general public. We also make use of our exhibition space to collaborate with partners and community groups. Each project leaves a lasting legacy, not only through engagement with in-person visitors but also through associated exhibition catalogues, online exhibitions and associated travelling exhibitions.

Pictured above: The Wiener Library at Sculpting the Twentieth Century exhibition | The Wiener Library at 90 exhibition. (Mike Stone)

FRED KORM
Sculpting
the
Twentieth
Century



Education

Education remains central to our mission and our education programme has expanded significantly, reaching more learners than ever before. Education remains central to our mission. In 2024-25, our evidence-led workshops and bespoke sessions for schools and universities reached 1,328 students and 142 teachers, fostering critical engagement with the history of the Holocaust, antisemitism, and the refugee experience. Our resources, both in-person and online, continue to empower educators and learners across the country

Assisting families and scholars

The Library is the only UK licence holder for the International Tracing Service Digital Archive, a remarkable cache of over 30 million pages of Holocaust-era documents relating to the experiences of over 17.5 million people. We continue to use this collection to support survivors, help families discover the unique histories of their lost relatives, and assist academics using our archives for the research.

FOR MORE INFORMATION

[Visit our website](#) to find out more about our events, exhibitions, research, collection services and education outreach work.

[Download our 2021–2025 Strategy – A Toolkit for Countering Hate](#)

[Download our 2022/23 Annual Review](#)

[Download our 2023/24 Annual Review](#)

[Download our 2024/25 Annual Review](#)

Outreach and events

The Library's staff deliver talks and tours to synagogues and other community groups on the history of the Library, our archival collections and the history of the Holocaust. We also deliver a schedule of fascinating events every year, in addition to travelling exhibitions. These include academic lectures, panel discussion and book talks, as well as contributing to cultural festivals such as Open House London and Jewish Book Week.

Research

Research is at the heart of what the Library does because it helps everyone understand our collections better and enriches knowledge for present and future generations. In addition to conducting our own research into our collections for exhibition projects, the Library hosts placements for doctoral students, supervises doctoral awards and participates in large-scale research projects such as the European Holocaust Research Infrastructure.

Pictured above: The *Holocaust Letters* exhibition. (Adam Soller Photography) | The Library's Librarian and Project Cataloguer working to catalogue a portrait painted in the Theresienstadt Ghetto. | A pamphlet entitled 'Rescue the Perishing', published by Eleanor Rathbone in 1943. It accompanied a new article on *The Holocaust Explained* about the Bermuda Conference. | Library staff giving a talk to Year 9 at Royal Wootton Bassett Academy. | Foreign Minister James Cleverly visiting the Library to mark Holocaust Memorial Day.

WIENER DIGITAL COLLECTIONS

Supporting the Library's work is an investment in the preservation of truth, the fight against distortion, and the enduring power of primary evidence to educate and challenge.

A landmark achievement this year was the launch of Wiener Digital Collections. To mark Holocaust Memorial Day 2025, we made over 150,000 pages of evidence from our archives accessible to researchers worldwide through a new online portal. This initiative dramatically expands our reach and impact, ensuring that vital historical records are available to all who seek to learn from them. We are immensely grateful to the funders of this project.

The Wiener Holocaust Library's project to transform a unique physical collection into a cutting edge, digitised resource, has been the largest and most ambitious of its kind anywhere in the UK.



Wiener Digital Collections launched with over 10,000 records evidencing the genocide of Europe's Jews and the history of the fight against antisemitism. Online access to this unique archive empowers people all over the world to explore original documents and use them in research, teaching, and community engagement.

The work to digitise collections from this vast archive will continue, and the availability of documents, printed materials, and photographs online will grow over the coming years – at a rate of 100,000 pages images per year.

Pictured above: The Library's Photo Archivist at work in Russell Square. | Jewish refugee boys travelling by train from Germany to The UK. From our collection of Kindertransport photographs. Wiener Holocaust Library Collections

OUR IMPACT IN 2024

A YEAR IN NUMBERS

5,902
TOTAL NUMBER OF LIBRARY VISITORS
OF WHICH



2,711
IN PERSON
EXHIBITION
VISITORS



9,400
TRAVELLING
EXHIBITION
VISITORS



392, 896
MAIN WEBSITE USERS

THE HOLOCAUST EXPLAINED

2,100,000
WEBSITE USERS
3,600,000
PAGE VIEWS



EDUCATIONAL SESSIONS

WE RAN **43** EDUCATIONAL SESSIONS ONLINE & IN PERSON, REACHING:

1,328
STUDENTS
142
TEACHERS



EVENTS' REACH

WE RAN **47** TALKS & LECTURES AT THE LIBRARY

34,007
YOUTUBE
1,450 ONLINE
523 IN PERSON

WE REACHED **2,358** THROUGH OUR TOURS AND INVITED TALKS



COLLECTIONS ENHANCEMENTS

11,500 IMAGES DIGITISED
1,112 NEW PRINTED ITEMS
55 NEW DOCUMENT & PHOTO COLLECTIONS

INTERNATIONAL TRACING SERVICE ARCHIVE

570 NEW ENQUIRIES

105 ACADEMICS **475** SURVIVORS & RELATIVES



TRANSFORMING THE WENER LIBRARY

As demand for access to our world leading Holocaust collections continues to grow, so too does the responsibility to ensure that our building, public spaces, and facilities are fit for purpose and capable of supporting the Library's global role. To meet these needs, the Library is embarking on a transformative capital development at its Russell Square home. The project proposes the construction of a two-storey extension of the existing building at No. 29 Russell Square. Together, these works will substantially enhance the Library's ability to share its collections, expand its learning programme, and welcome a broader and more diverse public.

At the heart of the development is a new exhibition gallery, increasing the space available for public display of the Library's collections. This will enable more ambitious exhibitions, improved interpretation, and greater visibility for the documentary, photographic, and testimonial evidence that underpins the Library's mission.

A new flexible learning space will provide purpose-built facilities for workshops with visiting schools, universities, and adult learners, strengthening the Library's



educational offer and support its growing national and international learning programmes. An external courtyard garden will create a welcoming and reflective environment for visitors, while a new roof terrace adjacent to a glazed linkway will connect the new gallery seamlessly to the existing building. The project also includes the renovation of existing areas within the Library to ensure they meet the needs of environmental conditions, accessibility, and public circulation. This development represents a pivotal moment in the Library's history. It is an investment not only in bricks and mortar, but in the preservation of truth, the power of primary evidence, and the Library's capacity to educate, challenge, and bear witness for generations to come.

The next Director will play a critical role in realising this vision, ensuring that the transformed Wiener Holocaust Library continues to serve as a world-leading centre for Holocaust research, learning, and public engagement.

WHY YOUR WORK MATTERS

“

Right from his first prophetic warning in 1919, Wiener's work was guided by a simple belief in the power of truth to counter antisemitism and the Nazis. Ninety years on, his library continues to maintain that belief, thus honouring his legacy. ”

THE TIMES OF ISRAEL

“

In each generation there were people who saw the Library's value. In each generation there were people who matched Alfred Wiener's willingness to do his duty, to do whatever it took, to go that extra mile, to make sure the truth was told. And now that generation, the one on which the library depends, is us. ”

LORD DANIEL FINKELSTEIN

“

A remarkable exhibition in a remarkable institution. Thank you for keeping alive the inhumanity which stalks our world. We must remember. ”

BARONESS HELENA KENNEDY LT KC ON THE GENOCIDAL CAPTIVITY EXHIBITION

“

Apathy and ignorance fuels not only injustice but serves to stoke xenophobia, division, hatred, and persecution. As such your continued research and education to inform, question and challenge antisemitism and bigotry has never been more vital. ”

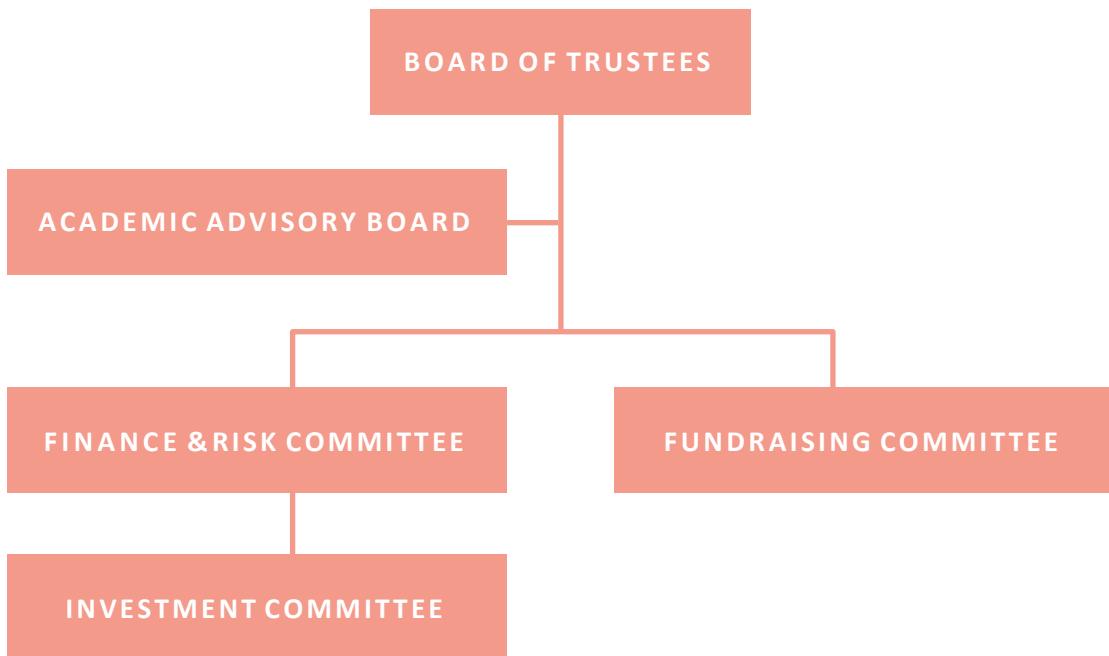
EXHIBITION VISITOR

“

We need to teach this and future generations to recognise evil, not to pander to it and certainly not to aid and abet it. If we do not, then a calamity will befall humanity once again. ”

SIR MICK DAVIS

BOARD STRUCTURE



STRATEGY

Our Strategic priorities for 2021–2025 are due to be reviewed in preparation for the launch of a new strategy from 2026. The new Director will have the opportunity to shape the development of this strategy, carrying forward priorities that will continue to serve the Library's mission, while working with the Board and Senior Management Team to change or adjust focus where appropriate.



Please see our [Strategic Plan 2021–2025](#) document for more detail on the work we have undertaken to pursue these priorities.

CONTEXT FOR THE DIRECTOR APPOINTMENT

The Director of The Wiener Holocaust Library holds overall responsibility for the leadership, sustainability, and strategic development of the organisation, working in close partnership with the Chair and Board of Trustees. A central priority for the role is the successful delivery of a major capital development at the Library's Russell Square home, alongside ensuring the long-term financial and organisational resilience of the institution.

The Director will oversee the planning and delivery of a £1.6–2 million capital project, including a two-storey extension, new permanent exhibition gallery, and new learning spaces. This development represents a pivotal moment in the Library's history, significantly increasing public access to its collections and strengthening its position as a globally significant Holocaust archive. The Director will provide strategic oversight of the project, working with Trustees, senior staff, architects, funders, and external stakeholders, and ensuring the build is delivered on time, within budget, and in alignment with the Library's academic and public mission.

Alongside the capital project, securing and growing income remains a core responsibility. While capital fundraising is well advanced, the Director will focus in particular on increasing unrestricted income to support the Library's expanding activity and rising overheads. Working closely with the Director of Development, Trustees, and senior colleagues, the Director will help diversify income streams and cultivate relationships with donors, funders, ambassadors, and partners in the UK and internationally.

The Director must be confident operating in complex political, cultural, and funding environments. The Library occupies a unique position as the UK's only Holocaust organisation with an extensive archive, and the role requires sound judgement, diplomacy, and resilience in navigating sensitive geopolitical contexts while maintaining the confidence of a diverse donor base and safeguarding the Library's independence and reputation.

Internally, the Director will lead a highly skilled staff team through a period of change and growth, providing clear vision, empathetic leadership, and effective management. The role requires senior leadership experience, an understanding of academic and archival environments, and the ability to bring people together around a shared purpose during a time of significant physical and organisational transformation.

The appointment of the next Director coincides with the beginning of a new strategic cycle and a period of profound transformation for the Library. With a major capital development underway and increasing national and international visibility, this is a rare opportunity to shape the future of a globally significant institution — setting a clear vision, strengthening sustainability, and ensuring the Wiener Holocaust Library continues to educate, challenge, and bear witness for generations to come.

KEY RESPONSIBILITIES

The Director will balance academic credibility with confident, outward-facing leadership, combining intellectual stewardship of a globally significant archive with strong organisational management, fundraising leadership, and public representation. Working closely with the Chair and Board of Trustees, the Director will lead the organisation through a period of physical, strategic, and financial development, building on strong foundations rather than seeking radical change of direction.

Strategic and Organisational Leadership

- Lead the development and delivery of the Library's strategy, in partnership with the Senior Management Team and Board of Trustees, ensuring alignment between academic ambition, public engagement, financial sustainability, and physical infrastructure.
- Provide clear vision and empathetic leadership to a highly skilled staff team, supporting performance, professional development, and organisational resilience.
- Lead the organisation through a period of change and growth, including the delivery of a major capital development, ensuring continuity of purpose while responding to evolving external and internal demands.
- Provide senior strategic oversight of a major capital development project, including a new permanent exhibition gallery and learning spaces, ensuring it supports the Library's long-term vision as a globally significant Holocaust archive.

Financial Sustainability and Fundraising

- Hold overall responsibility for the Library's financial health, including budget oversight, financial planning, and risk management.
- Provide visible and active leadership in fundraising, working closely with the Director of Development, Trustees, and senior colleagues.
- Support efforts to increase unrestricted income to support the Library's growing activity.



KEY RESPONSIBILITIES CONT.



- Cultivate and sustain relationships with major donors, ambassadors, trusts, foundations, and institutional partners in the UK and internationally.

Academic, Collections and Public Mission

- With the Head of Collections, oversee the care, development, and appropriate growth of the Library's archival and published collections.
- With the Head of Research, ensure the Library remains a leading centre for Holocaust and genocide research, education, and scholarship.
- Support and promote the Library's role as a vital resource for students, researchers, educators, and the wider public, including its aspiration to deepen recognition within the University of London and partner institutions such as UCL and Royal Holloway.

External Profile and Partnerships

- Act as a senior ambassador for the Library, positioning it as a respected and authoritative voice within the Holocaust research, education, heritage, and cultural sectors.
- Lead the development of national and international partnerships, including with universities, museums, archives, and funders.
- Confidently navigate complex cultural, political, and geopolitical contexts, maintaining the Library's integrity, independence, and reputation.

Governance and Operations

- Work effectively with the Board of Trustees, providing timely information, strategic advice, and leadership on governance matters.
- Oversee operational management, policies, systems, and risk management appropriate to a small but complex organisation.
- Hold responsibility for staff recruitment, welfare, deployment, and organisational culture.

PERSON SPECIFICATION

Candidates will bring all or some of the following:

Knowledge and Experience

- Demonstrable senior management experience within a relevant environment, such as an archive, museum, heritage organisation, research institution, academic body, or closely related field.
- Experience of working successfully with a Board of Trustees or equivalent body.
- Experience of overseeing budgets, financial planning, and organisational risk, particularly from within the cultural or charitable sector.
- Experience of supporting or leading fundraising activity, with confidence engaging directly with donors, ambassadors, and external stakeholders.
- Experience of acting as an external ambassador for an organisation through times of complexity with diplomacy.
- Proven experience of change management. Experience of overseeing or contributing to a significant capital, refurbishment, or major project, working with multiple stakeholders, is preferred.
- Experience of building and sustaining productive national and international partnerships, including with universities, funders, and cultural institutions.
- Strong understanding of Holocaust history, antisemitism, and genocide, and of academic research environments.
- Demonstrable commitment to academic excellence and to the values and purpose of libraries, archives, museums, and education.

Desirable

- Postgraduate qualification (Master's level or equivalent experience) in a relevant field, such as Holocaust, genocide studies and/or contemporary history.
- Additional language skills of other European languages (German, in particular).

Skills, Qualities and Personal Attributes

- Strategic leadership capability, with the ability to translate vision into achievable plans and to lead an organisation through change.
- Strong people management skills, with experience of leading teams, managing complexity, and supporting staff through periods of transition.
- Confident, outward-facing leadership style with the ability to act as an effective ambassador for the organisation.
- Excellent written and oral communication skills, with the ability to articulate complex ideas clearly and credibly to diverse audiences, including academic, donor, and public audiences.
- High levels of emotional intelligence, empathy, and resilience, with the ability to build trust and bring others through periods of uncertainty.
- Sound judgement, discretion, and integrity in decision-making and external representation.
- Ability to work collaboratively and collegiately across disciplines and professional backgrounds.
- Adaptable, pragmatic, and organised, with attention to both strategic priorities and operational detail within a small organisation.
- Passion for the mission, values, and ethos of The Wiener Holocaust Library.

TERMS OF APPOINTMENT

Salary: £75,000, with some potential flexibility for an exceptional candidate.

Location: The Wiener Library, 29 Russell Square, London WC1B 5DP

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Wiener Holocaust Library on this appointment.

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

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 **Wednesday 28th January 2026**.

* 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.

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.

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.





Pictured: Christine Schmidt, Toby Simpson and Barbara Warnock attending the Association of Jewish Refugees' conference, *Remembering & Rethinking: The International Forum on Collecting, Preserving, and Disseminating Holocaust Testimonies*. The forum brought together archives, museums, and other institutions that hold and feature collections of Holocaust testimonies. (Adam Soller photography)