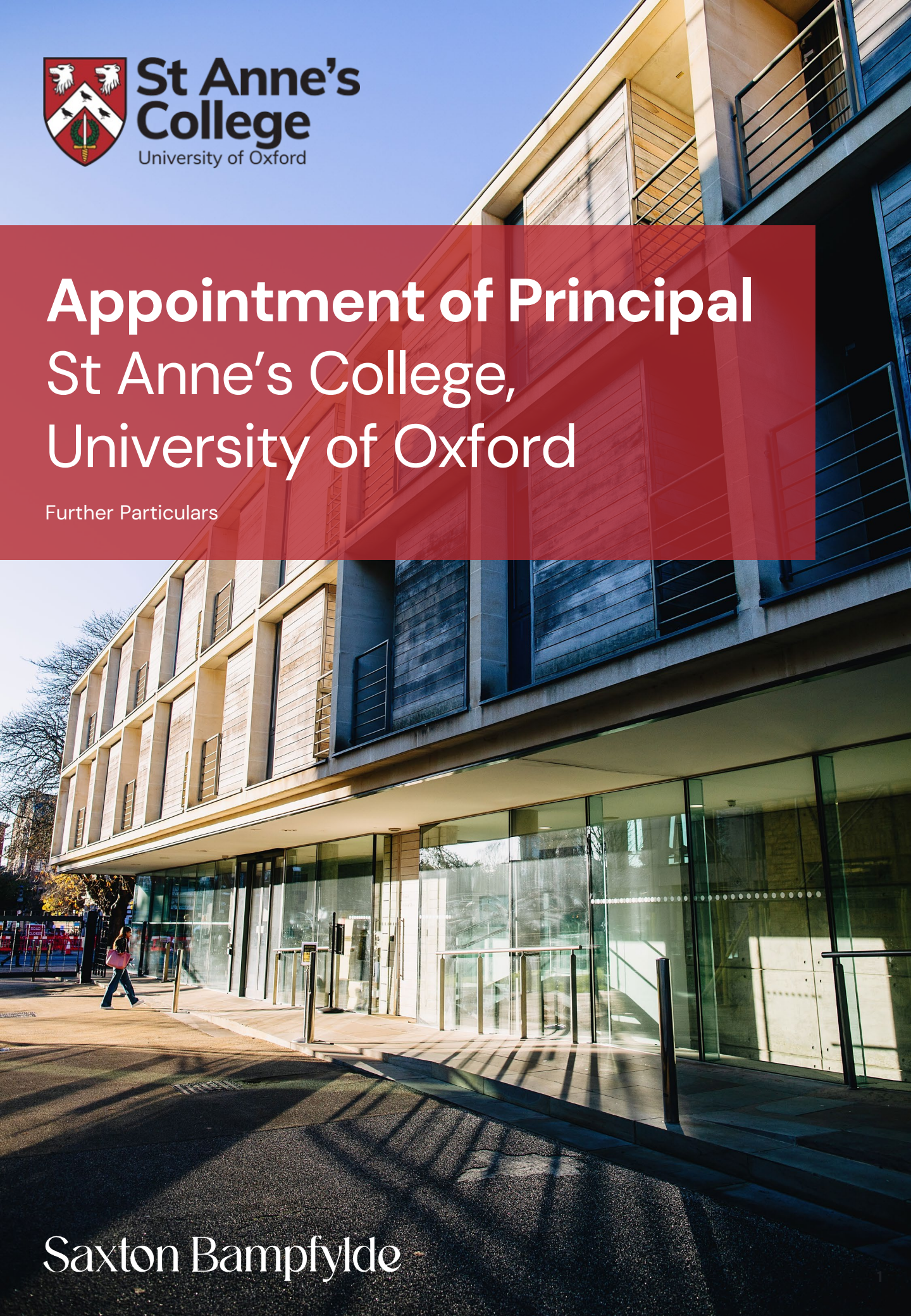
St Anne's College
University of Oxford

Appointment of Principal
St Anne's College, University of Oxford

Further Particulars



Saxton Bampfylde

St Anne's College
Appointment of Principal

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A welcome from the Vice-Principal

Dear Candidate,

You may never have imagined yourself as the head of an Oxford college. But you might be just the person we are looking for.

St Anne's is a remarkable place, and one of which we are enormously proud. We are an academically ambitious, progressive and outward-looking College, with a strong sense of community and a commitment to excellence, inclusion and opportunity. We take our academic mission seriously, but we do so without pretension. There is a warmth, openness and authenticity about St Anne's that makes it a very special place at which to study and work.

At the heart of the College is an extraordinary community of academics, students, professional and support staff, alumnae and friends. Each group in their own way contributes to creating an environment in which intellectual curiosity is encouraged, research and teaching can flourish, and people feel valued and supported. It is a community that cares deeply about the College and one another, and that is ambitious for what St Anne's can achieve.

As the Governing Body begins the process of appointing our next Principal, we are conscious of both the importance of this decision and the opportunity it presents. We are looking for someone who will champion everything that makes St Anne's distinctive, and bring vision, judgement and leadership to help shape St Anne's next chapter.

We are not looking for a particular archetype or career pathway. Our next Principal may come from public service, business, academia, the professions or another leadership environment. What matters most is an appreciation of our academic mission, an ability to bring people together, and a genuine commitment to the values and ethos of St Anne's.

The Principal occupies a unique position within the College: a leader, advocate, ambassador and, perhaps most importantly, a custodian of its community and culture. The role requires someone who can work collaboratively with the Governing Body, Fellows and College Officers, engage meaningfully with students and staff, and represent St Anne's with confidence and distinction within Oxford and beyond.

We are looking for someone who will always ask what is best for St Anne's, who will listen carefully, exercise sound judgement and bring people together around a shared sense of purpose; someone who recognises that leadership in a collegiate environment is built on trust, relationships and consensus, while also having the confidence to make difficult decisions when necessary.

We also recognise that the appointment of our next Principal will say something important about who we are as a College and what we aspire to be. We want that appointment to reflect our confidence in St Anne's distinctive identity, our commitment to academic excellence and our openness to different perspectives, experiences and ideas.

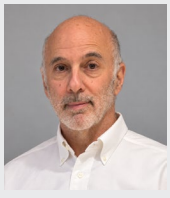
Above all, we are looking for someone who will be proud to lead St Anne's, who will celebrate its achievements, champion its people and speak with conviction about the contribution the College makes to Oxford and the wider world.

For the right person, this is an exceptional opportunity, not simply to lead an Oxford college, but to become part of a supportive, intellectually vibrant and deeply committed community, and to play a meaningful role in shaping its future.

The accompanying Further Particulars provide more information about St Anne's, and the opportunities and responsibilities of the Principal's role. We hope they give you a real sense of what makes this College special, and that you will share our excitement and ambition for its future.

On behalf of the Governing Body, thank you for considering this opportunity. We look forward to hearing from you.

Professor Don Porcelli
Vice-Principal
St Anne's College, Oxford





About St Anne's

Purpose and Values

St Anne's aspiration is to understand the world and change it for the better. Its ambition is to be a diverse and inclusive community contributing to the University's vision to lead the world in education and research, while securing the College's legacy and future.

The College is committed to:

- Being the home of choice for the brightest and most ambitious students, including those from underrepresented groups.
- Supporting, enabling and promoting its academics' research.
- Inspiring and challenging students to fulfil their academic potential and prepare for future careers.
- Respecting and celebrating difference, recognising that diversity of people, ideas and accomplishments enriches learning for everyone.
- Supporting everyone at St Anne's to be well and do well, developing their resilience and readiness for the future.
- Making decisions that benefit people, communities and the environment.
- Building on its history and the achievements of its predecessors and alumnae to make an enduring contribution to the University.
- Securing the funding, facilities and resources needed to attract the brightest minds and support their aspirations.

These commitments are underpinned by five paired values: forward looking and outward facing; diverse and multidisciplinary; ambitious and down-to-earth; independent and collaborative; rigorous and supportive.

Together, these values shape a culture that combines intellectual ambition with openness and approachability, independence of thought with collaboration, and academic rigour with support for every individual in the College. The Principal will embody these values and act as an advocate for the academy, championing the value of scholarship, research and teaching within the College and Oxford more broadly.

The College's motto, *Consulto et Audacter*, purposefully and boldly, guides this approach, encouraging all members of St Anne's to consider carefully the purpose of their work and pursue it with confidence and conviction.

Community

St Anne's is one of Oxford's largest colleges, with over 800 undergraduate and postgraduate students. The College combines academic ambition with an independent-minded, down-to-earth and inclusive culture. Fellows' research spans the arts, humanities, social sciences, mathematics, and physical, life and medical sciences.

The Governing Body, of which the Principal is a member and Chair, has ultimate responsibility for the direction and management of the College, including its strategic direction. Decision-making is collective and consensus-led, with the Principal guiding discussion and helping to build shared agreement. Supported by the expertise of the College's professional teams, members of Governing Body serve as trustees and share responsibility for caring for staff, students and academics, advancing education and research, and leaving St Anne's stronger for future generations.

History

St Anne's traces its origins to the Society of Oxford Home-Students, established in 1879 to enable women of all faiths to study at Oxford while living at home or in lodgings across the city. This offered a more affordable route to university study and reflected a founding conviction that financial circumstances should not prevent academically talented women from accessing an Oxford education.

The Society adopted the name St Anne's Society in 1942 and received its Royal Charter as St Anne's College in 1952. It became co-educational in 1979, welcoming its first male students in its centenary year.

As a former women's College, St Anne's uses 'alumnae' rather than 'alumni' when referring to its former students.

This history continues to shape the College's identity: a commitment to academic excellence, widening opportunity and engaging with the world beyond Oxford.

Buildings and Grounds

The College occupies five acres of grounds on Woodstock Road. Its buildings reflect successive stages of its development, from Hartland House, designed by Giles Gilbert Scott, to the Tim Gardam Building, which houses the Library and Academic Centre.

The College's library is among Oxford's largest college libraries, with 110,000 volumes and more than 150 study spaces across two buildings. Open around the clock, it provides an important shared resource for students and academics.

Outreach and Access

Widening access remains central to St Anne's purpose. The College works to ensure that academically able and ambitious students from all backgrounds can access an Oxford education and flourish once they arrive.

Its outreach team works with state schools across the North East of England and the London boroughs of Hillingdon and Southwark, as well as beyond these link regions. Activities support pupils from primary school through sixth form, alongside their teachers, parents and carers. Through school visits, workshops, residential opportunities and sustained relationships, the College helps young people explore their academic interests, make informed subject choices and navigate university applications with greater confidence.

Finances and Development

St Anne's combines significant academic ambition with a smaller endowment than many older Oxford colleges. Strengthening its financial foundations is therefore an important priority, enabling the College to sustain outstanding research and teaching while maintaining its commitment to access and student support.

The College's approaching 150th anniversary in 2029 provides a focus for an ambitious programme to double its endowment to £100 million. The intention is to build strong momentum towards this goal by the anniversary, with fundraising continuing beyond that milestone.

A larger endowment would support scholarships, bursaries and hardship funding; secure Tutorial Fellowships and other academic posts; enhance wellbeing provision; and enable investment in accommodation, shared facilities and environmental sustainability. It would also reduce reliance on tuition fees and accommodation income, helping to secure the College's purpose for future generations.

The role

St Anne's College seeks a Principal who will lead through influence, trust and consensus, bringing together a complex, democratic and collegiate community. They will be an active and engaged presence in College life, representing St Anne's and its values with conviction and credibility.

The Principal will work closely with experienced teams of professionals in the College's finance, development, welfare, academic and operations offices, drawing on their expertise and supporting them to deliver the College's priorities.

Academic and strategic leadership

- The Principal will help shape the future direction of the College. Working collaboratively with the Governing Body, they will develop and articulate a long-term strategy that reflects the College's commitment to academic excellence, intellectual independence, equality, inclusion and opportunity.
- The Principal will help create the conditions in which excellent research, scholarship and teaching can flourish. They will navigate a complex and evolving higher education landscape, and help to deliver the College's academic priorities while ensuring the sound and sustainable management of its finances.

Community and College life

- The Principal plays a central role in sustaining and shaping the College's distinctive culture. They will foster a strong sense of belonging across a diverse community, valuing the backgrounds, cultures and perspectives of Fellows, students and professional staff.
- Working closely with the College's experienced welfare and academic teams, the Principal will demonstrate a visible commitment to student welfare and educational development, engaging comfortably with students at all levels.





The role (continued)

Fundraising and development

- Working in partnership with the College's experienced development team, the Principal will play an important role in supporting fundraising and strengthening the relationships and external networks that sustain St Anne's ambitions and future development. They will:

  - Build trust with alumnae and benefactors.
  - Engage confidently with potential donors, partners and other stakeholders.
  - Support fundraising efforts with enthusiasm for philanthropy and relationship-building.

External representation and advocacy

- As one of the College's most important public faces, the Principal will represent St Anne's nationally and internationally, telling the College's story compellingly and authentically. They will build influential relationships, bring credibility to engagement with external audiences, and engage effectively and confidently with the press and media.
- The Principal will work effectively within the wider University of Oxford, championing the College's academic mission and values while maintaining strong engagement with the world beyond Oxford.

Governance and management

- The Principal leads the day-to-day management of the College and Chairs the Governing Body, which has ultimate responsibility for the College's direction and management. They will guide discussion, build consensus around strategic priorities and work with the College's professional teams to implement agreed decisions, respecting academic self-governance.
- The Principal will provide effective leadership and people management, delegating appropriately and drawing on the expertise of the College's experienced finance and operations teams. They will bring strategic judgement, broad financial understanding and experience of risk and crisis management to the oversight of the College's affairs, seeking and taking account of external professional advice where appropriate.



The person

St Anne's is seeking an outstanding leader who can combine intellectual credibility, strategic judgement, inclusive leadership and personal authenticity. The successful candidate will understand and embrace the College's culture and values, its distinctive ethos and its strong sense of social purpose.

The College is deliberately open to different leadership styles, professional backgrounds and career paths. Candidates may come from public service, academia, research institutions, cultural and creative organisations, the professions, business, entrepreneurship and innovation, or other senior leadership environments. There is no preferred career pathway, and strong candidates may bring different combinations of experience and strengths.

Above all, the successful candidate will be able to understand and champion the College's academic mission, unite and inspire Fellows, students and staff, and represent St Anne's with distinction within Oxford and beyond.

Experience

Candidates should be able to demonstrate:

- Proven leadership experience, including effective people management and delegation.
- Intellectual credibility and a strong commitment to academic excellence and intellectual independence, with an understanding of the conditions in which research, scholarship and teaching can flourish.
- Experience of risk and crisis management.
- Experience of building influential relationships and credibility with external audiences.
- Experience of managing complexity and competing stakeholder interests, together with the ability to develop and articulate long-term strategy.
- Broad financial understanding and the ability to advance the College's academic priorities while ensuring financial sustainability and operational effectiveness.

The person (continued)

In addition to an affinity with the College's culture, values and ambitions, the Principal will bring:

- Confidence and capability in engaging effectively with the press and media.
- Inclusive, values-based leadership, with the ability to unite and inspire a diverse academic community and foster a strong sense of belonging.
- A collaborative approach, a commitment to the collegiate model and respect for academic self-governance, working through consultation, dialogue and consensus.
- The ability to work in partnership with experienced professional teams, respecting their expertise, together with a willingness to seek and consider advice from external specialists.
- Strategic judgement, a modern outlook and the ability to navigate an evolving higher education landscape and work effectively within the wider University of Oxford.
- Empathy, emotional intelligence and authenticity, together with warmth, accessibility, approachability and a genuine interest in people.
- A visible commitment to student welfare and educational development, and the ability to engage comfortably with students at all levels.
- Enthusiasm for philanthropy and the ability to build trust with alumnae and benefactors, support fundraising and strengthen external networks.





Terms of appointment

Applications are welcome from individuals of all backgrounds, including international candidates.

The College envisages an appointment of **up to ten years**, providing the opportunity for the next Principal to make a sustained and meaningful contribution to St Anne's and its future development.

This approach is intended to provide a strong foundation for long-term leadership, while allowing the Principal and Governing Body to reflect together on progress, priorities and ambitions for the College's future.

It is expected that the new Principal will take up the post in September 2027.

This is a full-time position. The Principal will be expected to reside in College during University term time, with flexibility over residential arrangements outside term time. The role will also involve regular evening and weekend commitments.

The remuneration package will be competitive.

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 St Anne's College, Oxford on this appointment.

Candidates should apply for this role through our website at https://roles.saxbam.com/, using the code IPEAN.

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 30th November 2026**.

Prospective candidates are warmly encouraged to contact Saxton Bampfylde for an informal and confidential conversation about the role before submitting an application.

For further information or to arrange a conversation, please contact Saxton Bampfylde at stannesprincipal@saxbam.com.

- **Read our guide to writing cover letters**

*The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete this form 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.




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