

British School at Athens

Candidate Pack

Appointment of Director

September/October 2021

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Introduction

Founded in 1886, the British School at Athens (BSA) is the UK's research hub in the humanities and social sciences in Greece and its wider Balkan, European, Mediterranean and Levantine contexts. The BSA conducts, facilitates and promotes research of international excellence alongside offering targeted courses to develop the next generation of researchers and academics in those fields. It comprises a world class library, archive, the Fitch Laboratory for archaeological science, guesthouse and offices in Athens; a smaller guesthouse, library and museum in Knossos; and an office in London.

The BSA forms part of the British Academy's network of British International Research Institutes (BIRI) which sustains and supports British research overseas. Its 135-year history brings a strong reputation, an unparalleled regional network, an accumulation of library and material resources, and a body of expertise to facilitate the work of both UK-based researchers and those who engage with the BSA as research partners.

The BSA's goals are achieved through:

- an academic programme of seminars, lectures, and conferences;
- its internationally renowned library;
- the work of the Fitch Laboratory in science-based archaeological research worldwide;
- supporting the work of individual researchers from the UK and elsewhere, including applications for study and fieldwork permits; advice on the development of research programmes; accommodation and facilities in Athens and Knossos; and provision of online services;
- the publication of its journals and monograph series;
- promoting the use of its archival, laboratory, and museum collections by the scholarly community worldwide;
- providing funding (including studentships and visiting fellowships) for research in Greece, and to enable Greek researchers to visit the UK;
- providing internships and training courses for undergraduates, postgraduates, and schoolteachers.

The BSA is a diplomatic institution in the broad sense. It represents British academic interests overseas, supports the work of the British Embassy especially in cultural matters, and enhances the international visibility of UK research. Alongside cultural diplomacy, the BSA is committed to a wide range of public engagement addressed to audiences and stakeholders in Greece, the UK and (via online outreach) worldwide.

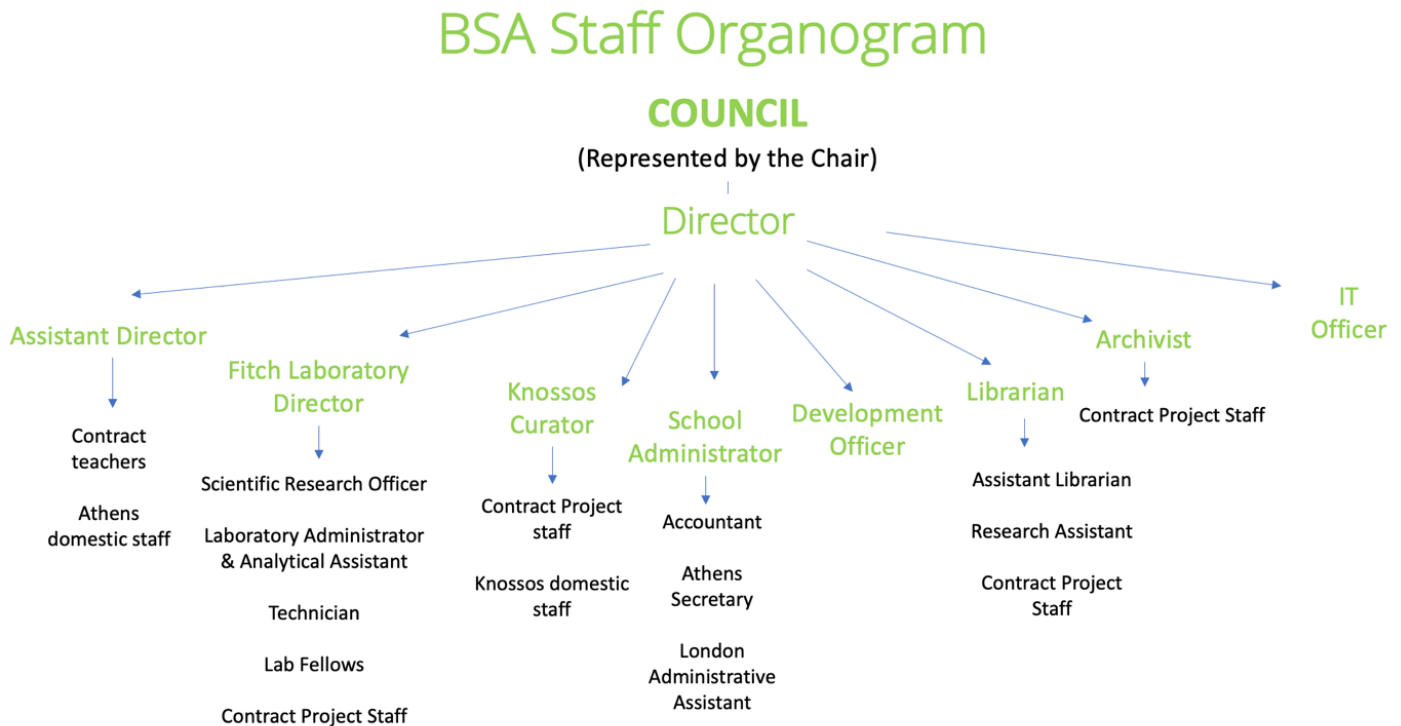
The British School of Athens Corporate Plan 2015 – 2020 may be read [here](#).

The Strategic Plan for Research 2021- 2025 may be read [here](#).

Size and Scope

The BSA, founded in 1886, is an institute for advanced research and a registered UK charity. It maintains a hostel, world class library, archive, laboratory for archaeological science and offices in Athens; a smaller hostel, library and museum for study purposes in Knossos; and an office in London.

The chart below shows the Director's current Direct Reports:



In Greece, the School has five full-time academic staff (including the Knossos Curator), five research fellows, two full-time research assistants, five full-time administrative/secretarial staff, three full-time library/archival staff; and five full-time and two part-time domestic staff. The academic staff, the research fellows, the IT Officer, and the Archivist are all actively engaged in research, and all staff are actively encouraged to undertake professional development.

In addition, the BSA is supported by research-active non-executive staff in the UK – in particular, the Chair of Council (Dr Carol Bell), her successor from the next AGM in February 2022 (Professor Roderick Beaton), Vice-Chair of Council (Professor Robin Osborne) and the Deputy Honorary Treasurer (Huw Smith). Its turnover for the financial year 2019-20 was approximately £1.5m. Approximately half of its budget is funded by the British Academy, the remainder being funded through grants from other sources and its own resources. It offers two full-year research fellowships ('studentships') and several smaller bursaries for scholars every year. Having grown strongly in recent years, the BSA currently has just over 300 supporters (divided into four categories of support: Friends, Student, Pendlebury Circle and Director's Circle). During the last pre-COVID year, it had 220 members (scholars or scientists who use its facilities for study purposes every year). In addition, around 1,000 researchers, who are not members, are given rights to use the library each year.

Governance

A Registered Charity in England and Wales, the BSA is an unincorporated organisation registered by the Charity Commission and governed by its Council. This body includes ten elected or co-opted members, a Chair and a Vice Chair alongside four ex-officio members. Council has full discretion over all aspects of the policy and strategy of the BSA and the Director, as Chief Executive Officer, reports to Council. The School's Patron is HRH the Prince of Wales.



Infrastructure and Facilities

The BSA's principal research infrastructure consists of the Fitch Laboratory, its facilities at Knossos, Library, and Museum. Most staff are based in Athens, but a London office is maintained at the British Academy (10 Carlton House Terrace, SW1Y 5AH), staffed by an Administrative Assistant and a Development Officer.

Fitch Laboratory

The Fitch Laboratory is a world-leading centre for science-based archaeology that has pioneered the application of scientific techniques in archaeological research in Greece. It runs an ambitious programme of research and training, building upon its unique facilities and expertise. The Fitch specialises in the analysis of inorganic materials, especially ceramics, using petrology and chemical analysis. It also supports bioarchaeological research, including analysis of human and animal bones and ancient plant remains. The Fitch's innovative approaches have led to new understandings of technological transfer and innovation in past craft traditions, as well as mobility of people, goods, materials and techniques. Today, the geographical scope of its work extends well beyond the Aegean and Mediterranean.

The Laboratory operates with a group of permanent staff and hosts a number of externally-funded researchers associated with specific projects. It also offers a three-year postdoctoral fellowship (the Williams Fellowship) in ceramic petrology and annually a number of bursaries for postgraduates and young postdocs. Its training programme, consisting of specialised taught courses and opportunities for hands-on experience, attracts both early career and senior scholars from around the world.

Knossos Research Centre

Knossos has been a major focus of the BSA's involvement in Greece since the pioneering work of Sir Arthur Evans and David Hogarth over a century ago. As one of the premier archaeological sites in Europe, with continuous occupation from the Neolithic through to the early Byzantine period, it offers near unrivalled opportunities for excavation and research. The Knossos Research Centre is located on the former estate of Sir Arthur Evans, close to his residence – the Villa Ariadne. The compound includes a hostel, a research library, and the Stratigraphical Museum which offers study and storage space for on-going excavation, survey, and study projects, and houses historic collections of material from excavations at Knossos dating back to Evans' time.

The BSA has well-advanced and ambitious plans to re-develop the Stratigraphic Museum in the coming years to create a world class centre that not only enhances the facilities available to scholars but also brings the site to life for a wider public. The Director will play a leading part in delivering this "Knossos 2025" project with respect to executive oversight of professional advisors, stakeholder management, public engagement and fundraising.

The BSA's Knossos facilities currently host BSA research projects, collaborations with other UK, Hellenic and international institutions and universities. It also hosts conferences, training courses for postgraduates, lectures and cultural events within its community, including working with local schools.

The Library

The Library in Athens contains over 70,000 volumes, 1,300 periodical titles and 2,000 maps, and normally has space for 50 readers (35 currently due to social distancing). While providing a broad, research-level coverage of Greek archaeology of all periods, it specialises in the fields of Aegean prehistory, archaeological

theory, ancient art and epigraphy, and Byzantine and modern Greek studies (recently enriched with a major donation); it also houses historical collections (such as George Finlay's library) and a particularly good collection of Greek and Balkan journals. Its collections are complemented by those of the other foreign schools and institutes in Athens with whom we have reciprocal arrangements giving access to a unique collection of more than 450,000 titles on Hellenic Studies. The BSA Library has particularly strong links with the neighbouring Blegen and Gennadius libraries of the American School, with whom it shares a common online library catalogue (AMBROSIA, American British Online Search in Athens).

Museum

The BSA Museum, which houses artefacts donated, collected, or excavated by the BSA and its members up until the 1950s, provides a valuable teaching resource for students. At the core of the Museum is the private collection of the philhellene and Byzantine historian George Finlay, who lived in Athens from 1829 until his death in 1875 and bought a wide variety of objects around Greece and Europe. A number of the BSA's early excavations are well represented in the collection, noting in particular a series of Geometric grave goods from the Athenian cemetery at Kynosarges, and a number of vases from the Cyclades.

The sherd collection, containing several thousand items retrieved from surveys conducted throughout Greece and Turkey by members of the BSA, is a valuable source of material for comparative study. The collection is especially rich in material from Northern Greece, the Cyclades, and Euboea.



The Role

The BSA wishes to appoint a new Director with ambition, energy and leadership skills, who will work with the School's Council, staff and other stakeholders to articulate and develop a strategic vision for the future, positioning the BSA as a world-class institution in its fields of expertise for the next decade and beyond. As part of this process, a key requirement will be to make the BSA an intellectually stimulating, welcoming, inclusive and diverse centre for a wide variety of academics and other visitors. The Director must reside in Athens and is provided with a residence within the grounds of the BSA, which is an historic building suitable for accommodating a family.

In this exciting and varied role, the Director will be responsible for the management of the BSA and its staff in both Athens and London, and for the well-being and development of all individuals within the BSA community. One of the roles of the Director is to take the lead in determining, supporting and supervising the research strategies and projects of the institution. The Council and Director are answerable to the British Academy for the spending of public money.

The Director will also lead the BSA's Fundraising initiatives (with the support of the Chair, the BSA Council and senior colleagues) and build and develop relationships with the BSA's supporters and donors, with the assistance of the Development Officer.

The Director will maintain collaborative and productive relations with the British Academy (the BSA's principal funder), the Greek Ministry of Culture and other external stakeholders. They will seek to attract additional research funding from international funding and grant giving bodies while also attracting sponsorships, partnerships and philanthropic support.

Immediate priorities will be to complete the fundraising for the Knossos 2025 project and to build the BSA's general endowment.

Specifically, the Director will:

- advise Council on the strategies, priorities and policies of the BSA, and develop the Corporate Plan and research strategy;
- develop and deliver the BSA's academic programme at all stages from authorship of Strategic Plan for Research to facilitation of activities and dissemination of results (e.g. via outreach events or BSA publications, for which the Director serves as series editor);
- manage the institution on a day to day basis, including drawing up and implementing the annual operational plans, planning the year's activities and monitoring their progress;
- lead in the presentation of seminars, lectures and events and develop the BSA's outreach strategy;
- together with the BSA Accountant and the Deputy Honorary Treasurer, be responsible for all aspects of the finances of the institution, including submitting bids for funding to the British Academy and delivering all reporting requirements in respect thereof as well as establishing and monitoring the budget for each department;
- serve as co-editor of the BSA's journal and play an active part in ensuring the quality of other BSA publications and digital media;

- lead on all aspects of fundraising, with the support of the Development Officer and senior colleagues, for specific projects, increasing the BSA's endowment and attracting external grants;
- be responsible for the direction, evaluation and career development of staff;
- attend meetings of Council, and all other BSA committees; and
- be responsible for the health and safety at the BSA, and for ensuring compliance with all relevant UK and Greek legislation (including GDPR).



Person specification

Key qualifications:

- A record of distinction and achievement in research and publication in any of the disciplines covered by the BSA's remit
- Significant experience of leadership, including change management, in an academic or cultural institution
- Familiarity with and strong links to the UK Higher Education sector
- Strong interpersonal skills with the ability to be articulate and persuasive within the BSA's community and with external stakeholders
- An ability to think strategically and act decisively in challenging situations
- Knowledge and experience of Greece, including its cultural history
- A good working knowledge of, and ability to speak, modern Greek or a demonstrable aptitude to learn modern languages and commitment to become proficient within a short timescale
- An aptitude for, and experience of, raising external funds through sponsorship and grants



Terms of appointment

This Athens-based post is full-time and residential at the BSA, in the Director's residence on-site. The post may be held on secondment from a UK university, or other institution, or otherwise the Director may be employed directly by the BSA.

The appointment will be subject to a health check and to satisfactory references being received.

The term of the appointment will be 5 years, after which the Director may apply for one further 5-year term. The salary will be at an appropriate point (to be negotiated) within the range of UK professorial salaries. If the Director is a member of USS, continuation in membership of this pension scheme is possible. If not, the BSA will offer alternative options for pension provision, depending on individual circumstances.

In addition to this, health insurance will be offered to the Director and family members.

Removal costs to and from Athens will be paid by the BSA.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the British School at Athens on this appointment.

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

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 **Friday, 22nd October 2021**.

* 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.



Saxton Bampfylde

LONDON

9 Savoy Street
London WC2E 7EG

EDINBURGH

46 Melville Street
Edinburgh EH3 7HF

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Assembly decree honouring
Asandros of Macedon, 314/3
BC

Above: BSA fragment

Right: BSA fragment under
British Museum fragment