

Appointment of **Executive Director**, Atlantic Institute

- Candidate Pack





The Rhodes Trust, Appointment of **Executive Director,** Atlantic Institute

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Welcome from the Chair

Dear Candidate,

Thank you for your interest in applying for the role of Executive Director of the Atlantic Institute.

The Atlantic Institute was established in 2016 with the support of The Atlantic Philanthropies and in collaboration with the Rhodes Trust. Our purpose is simple but ambitious: to harness the collective power, leadership, and creativity of the Atlantic community, building a flourishing global ecosystem of Fellows who connect and collaborate across borders and work together to create more equitable organisations, communities, nations, and, ultimately, a more just world.

Since the founding of the Atlantic Institute, the Atlantic Fellows community has grown into a remarkable global community of more than 1000 Atlantic Fellows across seven programmes on five continents. What makes this community extraordinary is not simply its size or reach, but its shared commitment to addressing inequity. The Institute exists because we know that no single individual, institution, or movement can tackle the world's most complex challenges alone. By connecting people, ideas, and lived experiences across disciplines, geographies, and generations, we help create the conditions for meaningful and lasting change.

We find ourselves at an important moment in the Institute's evolution. As we approach a decade since the creation of the Institute, we are both reflecting on what has been achieved and looking ahead to the next chapter. The foundations are strong, the community is vibrant and the opportunity ahead is significant. The next Executive Director will play a pivotal role in shaping the future and through delivering our new strategy that builds on our achievements while positioning Atlantic Institute to maximise its impact in a rapidly changing world.

We are seeking a leader who can inspire a diverse global community, build meaningful partnerships, champion equity and justice, and bring fresh thinking to the opportunities and challenges ahead. This is a role that calls for vision, empathy, intellectual curiosity, and the ability to bring people together around a shared mission. Equally important, it is an opportunity to work alongside Fellows, Programmes, and stakeholders to chart a bold strategic direction for the Atlantic Institute's second decade – one that deepens connections, strengthens impact, and ensures that the Atlantic community continues to be a powerful force for positive change.

Above all, this is an opportunity to lead an organisation that believes profoundly in the power of connection, collaboration, and collective leadership. At a time when inequality, division, and uncertainty continue to shape so many aspects of our world, the work of the Atlantic Institute has never felt more important.

We would be delighted to hear from you.

Nicolette Naylor
Chair, Atlantic Institute Governing Board (AIGB)

Introduction to the Atlantic Institute

The Atlantic Institute was established in 2016 with the support of The Atlantic Philanthropies, and in collaboration with the Rhodes Trust, Oxford (UK). The Founding Charter sets out a bold vision and mission for the Atlantic Fellows community and the Atlantic Institute:

The vision for the Global Atlantic Fellows Community

Atlantic Fellows are a diverse, international community of leaders who share a deep commitment to advancing fairer, healthier, more inclusive societies. They are courageous, compassionate, and collaborative thinkers and doers who collectively seek to bring lasting improvements to their communities and the world. Their diversity enables them to look at the causes of systemic problems from multiple perspectives to more effectively address the root causes rather than the symptoms.

The Atlantic Fellows Programmes bring together passionate, experienced individuals from different backgrounds, areas of expertise, and professions to learn from one another and collaborate to advance solutions to pressing problems.

We currently have more than 1000 Fellows participating in seven Programmes across five continents and this network will continue to grow. The Institute serves as a convening and knowledge-sharing hub for the global network of Fellows. The Institute offers resources and opportunities for Fellows and programme staff to connect, learn and work together towards advancing fairer, healthier, and more inclusive societies.

The Mission of the Atlantic Institute

The Atlantic Institute seeks to amplify the influence and impact of the Atlantic Fellows and the Atlantic Fellows programmes by:

- Supporting lifelong community among Atlantic Fellows, with access to resources and opportunities to connect, learn and work together;
- Promoting collaboration and shared approaches across Atlantic Fellows Programmes, with virtual and face-to-face platforms for sharing knowledge;
- Extending community by connecting Atlantic Fellows and Programmes to a broader global network of equity-focused leadership initiatives; and
- Raising global awareness of the work of the Fellows and of the Programmes.



Introduction to the Atlantic Fellows Programmes



The seven global Atlantic programmes are:

Atlantic Fellows for Equity in Brain Health based at The Global Brain Health Institute at Trinity College Dublin and the University of California, San Francisco

Atlantic Fellows for Health Equity in Southeast Asia based at The Equity Initiative at the CMB Foundation in Bangkok

Atlantic Fellows for Social and Economic Equity based at the International Inequalities Institute at the London School of Economics and Political Science

Atlantic Fellows for Health Equity in South Africa based at TEKANO

Atlantic Fellows for Social Equity, an indigenous and pacific leadership programme, based at The University of Melbourne

Atlantic Fellows for Racial Equity based at 21Hundred in London

Atlantic Fellows for Health Equity based at the George Washington University Fitzhugh Mullan Institute for Health Workforce Equity

The Atlantic Institute has no direct authority over each of the Atlantic Fellows programmes' activities and use of resources – but it does have a responsibility to ensure Institute resources are used to support and maintain an active global community of programmes and Fellows. The Institute exists to connect the work of all the Programmes and Fellows to each other in terms of a shared vision, values, and principles. The AI Executive Director and seven programme Executive Directors meet regularly online and occasionally in person to discuss common challenges and opportunities for strengthening the Atlantic Fellows community.

Our Strategy

The Atlantic Institute's YouTube channel provides a window into the people, ideas, and initiatives that drive its work. We encourage you to explore the channel, beginning with the strategy video linked below, as an additional source of insight into the organisation and this opportunity.



About the Rhodes Trust



The Atlantic Institute was created as a programme housed within the Rhodes Trust as a result of a partnership between the Rhodes Trust and the Atlantic Philanthropies. Established in 1903, the Rhodes Trust is an educational charity that runs the world's preeminent post-graduate scholarship, hosts a state-of-the-art convening centre, and serves as a hub for a portfolio of partnership programmes, including the Mandela Rhodes Foundation, Atlantic Institute, and the Schmidt Science Fellows, collectively known as the Network for Good. Over 8,000 Rhodes Scholars have gone on to serve at the forefront of government, education, the arts, NGOs, business, research, and other sectors, including Nobel Laureates, heads of state, and leading advocates for social justice.

The Rhodes Scholar Alumni network and the Atlantic Fellows network are both: global, leadership-focused, and values-driven. But they have also emerged from different ideological and political perspectives and traditions. The intention behind the partnership is for the two communities to learn from each other; expand their collective influence; and strengthen a broader ecosystem of leadership for social change. The Charter describes the aspiration that the two communities would *"nurture and learn from each other, maximizing influence and transformational global impact."*

As part of the Rhodes Trust, the Institute benefits from an institutional home with deep experience stewarding global alumni communities, together with access to Oxford's intellectual ecosystem, the convening power and infrastructure of Rhodes House, and an expansive global network. The Rhodes Trust is the legal host of the Atlantic Institute and holds legal and fiduciary responsibility for the Institute as a registered UK charity, in accordance with Charity Commission requirements. The Rhodes Trust has delegated programmatic and operational oversight to the Atlantic Institute's Governing Board which leads its strategy, priorities, and programmatic direction.



The Role

- Provide strategic and operational leadership to the Institute and promote the Institute's mission, in collaboration with the Deputy Warden of the Rhodes Trust, under the guidance and governance of the Atlantic Institute Governing Board, and in accordance with the provisions of the Atlantic Institute Charter.
- Effectively engage key constituencies and stakeholders to accomplish Atlantic Institute objectives and ensure that the Institute's priorities, plans, and activities are appropriately informed by and responsive to the needs of the global Atlantic Fellow community. Success will depend on influence, relationship-building and consensus building.
- Foster deep and collaborative partnerships with the seven Atlantic Fellows programmes, working closely with the Fellows, programme leadership, and partners to strengthen connections across the global Atlantic community and advance shared goals and collective impact.
- Manage the Institute team and coordinate activities as appropriate with the Rhodes Trust team; serve as a member of the Rhodes Trust Senior Leadership Team.
- Develop and recommend strategic, operational and financial plans for approval and be accountable for the financial accounts and administration of the Institute.
- Co-create with Atlantic Fellows, Atlantic Programme Directors and other key stakeholders to harness the collective power, leadership and creativity of the community, enabling collaboration across borders, disciplines and lived experiences.
- Represent the Institute and Atlantic Fellows community within a broader network of fellowship programmes. Raise global awareness of the work of the Fellows and the 7 Programmes in order to maximise the influence and impact of the work of the Atlantic Fellows community.

A photograph of two women standing in a lush garden. The woman on the left is wearing a yellow cardigan over a light blue tunic and mustard-colored pants, with orange-rimmed glasses and large earrings. She is gesturing with her hands while speaking. The woman on the right is wearing a dark blue suit and is listening. The background is filled with various green plants and flowers, including purple and pink blooms.

Atlantic Institute
Building the
Future, Together



Key Responsibilities

Shape the Institute's Strategic Position

- Provide leadership to the Atlantic Institute, articulating a compelling vision and value proposition that is grounded in the Institute's founding mission while responding to the evolving needs of the Atlantic Fellows community. Lead the implementation of a clear strategic direction that focuses the Institute on where it can make its greatest distinctive contribution.
- Clarify and communicate the Institute's distinctive role within the Atlantic ecosystem, ensuring that its programming complements rather than duplicates the work of Fellows and Programmes.
- Exercise sound judgment regarding the Institute's institutional voice, balancing thought leadership, convening power, and community expectations while remaining aligned with the Institute's mission and governance responsibilities.
- Lead clear, consistent, and transparent communications across the Atlantic community, building trust through thoughtful engagement, active listening, and the ability to navigate difficult conversations with empathy and clarity.
- Ensure programming complements and connects the work of the Atlantic Fellows Programmes rather than replicating it.
- Drive a culture of learning, reflection, and continuous improvement, using evidence and feedback to inform priorities and demonstrate impact.
- Build an extended community with strong strategic partners and alliances, positioning the Atlantic Institute, Programmes, and Fellows for greater impact. Ensure the Institute acts as a platform for Fellows and Programmes, enabling and amplifying their work and impact.

Build and Strengthen the Atlantic Community

- Provide inspirational leadership to build a catalytic life-long community of leaders who connect, learn, and collaborate across diverse perspectives for greater impact. This includes: Supporting a lifelong community of action among Atlantic Fellows, with access to resources, wider networks, and opportunities to connect, learn, and collaborate.
- Build trust, connection and shared purpose across the Atlantic Fellows community, stewarding relationships among Fellows, Programmes, the Governing Board, the Rhodes Trust, and other partners. Foster a culture where differing perspectives and conflict can be navigated constructively while maintaining confidence in the Institute's legitimacy and mission.

Collaborate with Global Fellows and the Atlantic Fellows Programmes in the design and delivery of services

- Build relationships with the Executive Directors of the Atlantic Fellows Programmes based on partnership, recognising the autonomy of each Programme while building partnerships and alignment around shared strategic priorities.
- Facilitate knowledge sharing and collaboration across the Atlantic Fellows Programmes.
- Engage actively with Global Atlantic Fellows in the design and delivery of programming in support of Fellow connection, collaboration, and impact.

Key Responsibilities (continued)



Build and manage a high-performing team capable of delivering the Institute's strategy

- Manage the Institute team of approximately 20, under the guidance of the Deputy Warden of the Rhodes Trust and the Atlantic Institute Governing Board.
- Accountable for overseeing the Institute's budget and development of strategic, operational, and financial plans for review and approval by the Atlantic Institute Governing Board.
- Lead organisational change with care, bringing people along through consultation, evidence-based decision making, and thoughtful implementation.
- Foster a culture that is inclusive, collaborative, and able to navigate different perspectives and difficult conversations constructively.

Manage the Institute's relationship with the Rhodes Trust

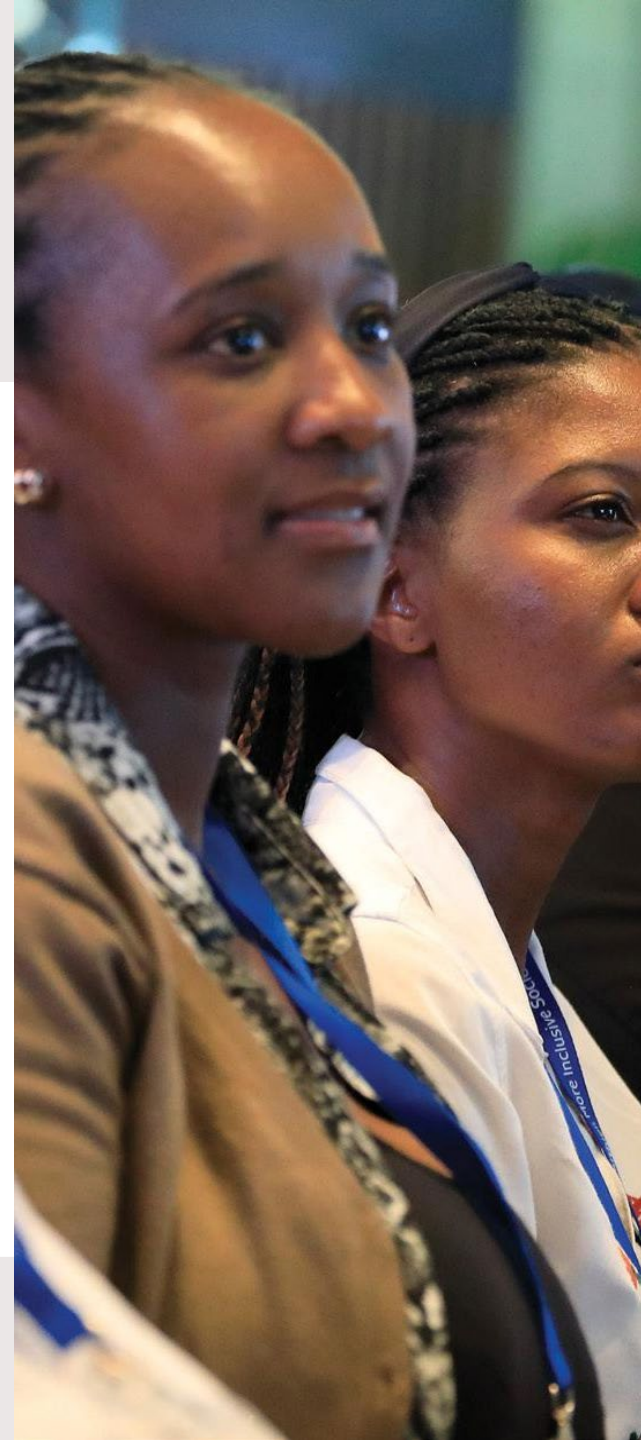
- Report regularly to the Rhodes Trustees on the Institute's activities and progress on its strategic and financial plans. Strengthen the strategic partnership between the Atlantic Institute and the Rhodes Trust, identifying opportunities for collaboration, connection, and shared impact whilst ensuring that the Institute remains true to its founding mission and that the Fellows community derives maximum benefit from the relationship.
- Develop and deepen engagement between the Atlantic Fellows and Rhodes Scholar communities, identifying points of leverage where their respective expertise, networks, and leadership can be brought together to advance learning, innovation, and social impact.
- Participate actively as a member of the Rhodes Trust Senior Leadership Team, making a contribution to the overall strategy of the organisation with a particular focus on partnerships.

The Person

The Executive Director role requires the following executive management and leadership skills and experience:

Convening, Influence & Partnership

- A track record of senior leadership within complex organisations, networks, or movements, delivering meaningful social impact and contributing to positive systemic change.
- Demonstrable credibility and authenticity to engage diverse communities and perspectives.
- Experience of developing and delivering strategy in evolving environments, balancing long-term vision with practical implementation.
- An entrepreneurial and innovative mindset, with the confidence to explore new ideas, test different approaches, and adapt in response to learning and changing community needs.
- Strong partnership-building, convening, and ambassadorial skills, with the ability to bring together individuals and organisations from different sectors, disciplines, and geographies around shared goals.
- Excellent communication and storytelling skills, capable of articulating a compelling vision, building enthusiasm for collective action, and increasing engagement across a global community.
- Experience of working within diverse, values-driven communities and networks, with the ability to navigate complexity, hold constructive dialogue across differences, and productively manage conflict in ways that build trust, understanding, and shared purpose.
- Knowledge of, or a strong interest in, one or more of the Atlantic Fellows' areas of focus, including racial equity, health equity, equity in brain health, or social and economic equity.





The Person (continued)

Leadership, Culture & Stewardship

- A humble, collaborative, and inclusive leadership style, with a genuine commitment to serving the Atlantic Fellows community and enabling, connecting, and amplifying the work of others.
- Exceptional interpersonal and relationship-building skills, with the emotional intelligence to engage effectively with a wide range of stakeholders and bring people together across differences.
- Experience of building productive relationships with independent senior leaders and partners, with the ability to align stakeholders around a shared purpose while respecting differing priorities, perspectives, and institutional autonomy.
- Proven ability to build, motivate, and develop diverse teams, creating an inclusive, supportive, and values-led culture.
- Experience of mentoring and supporting the development of others, ideally within academic, leadership development, social change, or comparable environments.
- Experience of working effectively with Boards, Trustees, or non-executive stakeholders, supported by a strong understanding of governance and organisational stewardship.
- An ability to listen deeply, build consensus where appropriate, and provide clarity and direction when needed, particularly in complex, ambiguous, or fast-evolving situations.
- Experience of working across international and culturally diverse environments, with the sensitivity, adaptability, and cultural awareness to engage effectively in different contexts.
- Appreciation of research, evidence, and learning, together with experience of working in or alongside academic, philanthropic, policy, or social change organisations.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Rhodes Trust on this appointment.

For a confidential discussion about the role, please contact Patrick.Clifford@saxbam.com.

Candidates should apply for this role through our website at **roles.saxbam.com** using code **IARAK**.

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 midday on Monday 31st August.

* 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.

• **[Read our guide to writing cover letters](#)**

Atlantic *Institute*



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