

ASTRON is the Netherlands Institute for Radio Astronomy. ASTRON is part of the institutes organisation of NWO. Our mission is to make discoveries in radio astronomy happen. We do this by developing new and innovative technologies, operating world-class radio astronomy facilities and pursuing fundamental astronomical research. We work with inclusive teams, in which employees with diverse identities and perspectives work together. This makes our employees feel safe and valued, so that they can perform optimally and new horizons can be opened on our universe with everyone's input.

Working at ASTRON means working together in an international environment with highly skilled professionals in a result-oriented, academic atmosphere. Whether you are an astronomer, engineer, software developer or technician, or have a position supporting the primary process, your job at ASTRON is innovative and groundbreaking. ASTRON is committed to providing a diverse, inclusive and sustainable working environment for everyone.

For our institute in Dwingeloo we are looking for an

INSTITUTE MANAGER

who, together with our director, management team and employees, achieves our mission, advances our strategic vision and increases the impact of our scientific and technical discoveries for the wider community and society, and furthermore achieves our ambition on inclusion and safety.

We are looking for a driven bridge builder and a culture innovator with a pragmatic approach, a collaborative and empathetic manager and a financial strategist.

As an institute manager, you are responsible for the integral operational management of ASTRON, and you create the conditions for conducting top scientific research. You report to the director of ASTRON and manage the Business Support & Services department with the teams Finance, ICT & Facilities, HR, Communication & Support. As a member of the management team, you are jointly responsible for the development of the institute's strategic policy. You represent ASTRON in various consultative bodies and build contacts with NWO, government, industry, universities, institutes and (inter)national institutions and organisations. Together with your fellow NWO-I institute managers, you are jointly responsible for the joint operational management of the NWO-I institutes and, where necessary, manage complex cross-institute projects.

We ask

You have an academic working and thinking level. You have experience in managing a dynamic, complex organisation, you have an affinity with science and you are proficient in solving complex business and economic issues. You have a solid background in financial strategy and business operations. Affinity with technology is an advantage. You are able to provide guidance and encouragement in a flexible way to people with different styles and levels of education. You are decisive, stand for results and combine this with a warm and connecting personality. You have a sympathetic ear, an eye for efficiency, a sense of administrative relationships and also have excellent communication and leadership skills. You have a Dutch language proficiency of C1 [CEFR](#)

We offer

ASTRON offers an attractive international innovative working environment for passionate researchers and professionals. Communication is informal and takes place via short lines. Our terms of employment are laid down in the Collective Labour Agreement for the Research Institutes (CAO-OI). We offer:

- An employment contract of 0.8 to 1.0 FTE for 2 years, which will be converted into a permanent contract based on good performance.
- A salary depending on education and experience, based on scale 15 of the Collective Labour Agreement for the Research Institutes.
- Holiday allowance, year-end bonus and an attractive and flexible employment conditions package including 42 days of leave and a solid pension scheme.
- Generous allowances for courses and training for further professional development.
- ASTRON has schemes that support employees in finding a good work-life balance, such as the opportunity to work partially from home, partially paid parental leave and the possibility to buy and sell holiday leave.

Information and application

For more information about this position, please contact Jessica Dempsey, director of ASTRON (dempsey@astron.nl) or Harrienne ter Meer, Coordinator HR (meer@astron.nl). At www.jobsatastron.nl you will find more information about our research institute and the employment conditions. Applications can be made up to and including January 14, 2023, to be submitted via this website.

We aim to have the interviews at the end of January or the beginning of February.

ASTRON strives for a diverse workforce: we want to develop talent and creativity by bringing together people from different backgrounds and cultures. We recruit and select based on competences and talents. Therefore, we encourage everyone who recognise themselves in the vacancy, regardless of age, gender, origin, orientation or disability, to apply.

Submitting a Certificate of Good Behaviour is part of the application procedure. The NWO Recruitment Code applies to this vacancy. An assessment can be part of the selection procedure.

About NWO-I

The Dutch Research Council (NWO) is the national research funder. NWO-I is an umbrella organisation for nine research institutes, including ASTRON. These are national centers of expertise in specific fields of science, from astronomy to sea research. The NWO institutes conduct high-quality scientific research and function as powerful national instruments in science policy. They make it possible to coordinate scientific fields with long-term commitment and innovative research.

Acquisition based on this vacancy is not appreciated.