An invitation to apply
for the position of:

**Director of Career Services**
Schwarzman Scholars
New York, NY

“China’s economy is growing at three times the rate of the West, and if that growth continues, China will become the largest economy in the world within the next couple of decades. Disproportionate levels of growth often create global imbalances and tensions, which will need to be addressed in the decades ahead. Looking to the future, it is crucial that both countries and others around the world work hard to build on a foundation of interdependence, to foster stronger and deeper relationships, and to develop a real and full understanding of each other’s cultures among the next generations of business and political leaders. In the 21st century, China is no longer an elective course, it’s a core curriculum.”

*Stephen A. Schwarzman*
*Founder and Chairman, Schwarzman Scholars*

**THE PROGRAM**

Schwarzman Scholars was founded in 2013 and is designed to inspire and educate future world leaders. The program will sponsor 200 international Scholars annually to study for a one-year Master's Degree at Tsinghua University in Beijing, a leading Chinese institution and the educator of much of China’s political and managerial elite. Forty-five percent of the Scholars will come from the United States, twenty percent from China, and the remaining thirty-five percent from every corner of the globe. They will live in a state-of-the-art residential college on Tsinghua’s campus, inspired by the residential colleges at Harvard, Yale, Oxford, and Cambridge. The program will attract scholars with strong academic skills who also possess the ambition and personal qualities to take on leadership roles in business, government, and civil society. They will live and work in an engaged community, learning in a curriculum designed to explore Chinese culture, economics, and politics in the context of the country’s rapidly expanding role in the world. They will have high-level mentors and have the opportunity to intern in settings relevant to their career aspirations. When they graduate, each new class will become part of an active, enduring network. The $450 million program is the single largest philanthropic effort in China’s history with funds coming largely from international donors.
The inaugural class will begin the program in August 2016. This first class of 110 fellows is composed of students from 31 countries and 75 of the most prestigious universities in the world. They were selected by a rigorous application process designed to evaluate proven intellectual and academic ability, as well as leadership potential, strength of character, ability to anticipate emerging trends, and desire to understand other cultures, perspectives and positions.

“These future leaders will have unprecedented exposure to China, where they will come to understand the nuances of its history, culture, and aspirations. In this environment, Schwarzman Scholars will be able to forge bonds of true understanding—between individuals and nations—for years and generations to come.”

More information is available at www.schwarzmanscholars.org.

THE MISSION

Schwarzman Scholars emerged in a dialogue between the leadership of Tsinghua University and Stephen A. Schwarzman. As a Co-Founder, Chairman, and CEO of the Blackstone Group, a global private equity and financial advisory firm, he became immersed in international business and the economic, social, and political discussions on the emerging role of China.

Schwarzman and the leadership at Tsinghua University founded the program out of a shared desire to bridge cultural barriers and improve understanding between nations. With China’s economy growing at three times the rate of the West, disproportionate levels of growth can create imbalances and tensions. Looking to the future, it is crucial that both countries and others around the world work hard to build on a foundation of interdependence, to foster stronger and deeper relationships, and to develop a real and full understanding of each other’s cultures among the next generations of business and political leaders. For this reason, Stephen said, “In the 21st century, China is no longer an elective course, it’s the core curriculum.”

The Schwarzman Scholars program will advance an intimate understanding of China and its place in the world. China has an ancient history, with an enduring governance structure that has lasted for millennia and a sophisticated civilization that, for most of its history, outshined the West. It takes great pride in the success of the last 40 years and looks forward to an equally successful future. It has emerged as a great power, exceptionally proud of its accomplishments, both ancient and modern.

THE PARTNERSHIP

The Scholarship program is a collaborative effort between the Stephen A. Schwarzman Educational Foundation (SASEF) and Tsinghua University, a partnership blessed by the Chinese government. The highest levels of the Chinese leadership have celebrated the effort, supported its development, and have taken a vivid interest in the creation of the
program. President Xi and President Obama both sent letters of support that were read at the official announcement in April 2013.

The governance structure reflects this partnership: half of the board is composed of members appointed by SASEF and half are appointed by Tsinghua. The University is responsible for the awarding of the degree, and the specially-designed curriculum was developed through collaboration between Tsinghua and academic leaders from some of the most prestigious universities around the world. The program’s Dean provides leadership for the content and delivery of the academic program. He reports to the board and to Tsinghua University. The Executive Director, Sir Nigel Thrift, one of the world’s leading human geographers and previously Pro-Vice-Chancellor for Research at the University of Oxford and President of Warwick University, reports to the Board. Every portion of the program requires a collaborative effort. In that sense, the program models the mission.

SCHOLARS

Schwarzman Scholars will represent the world’s next generation of leaders—high caliber individuals with open minds and limitless potential. Scholars will be selected on the basis of not only their academic aptitude and intellectual ability, but also their leadership potential, entrepreneurial spirit, ability to anticipate paradigm changes, exemplary character, and desire to understand other cultures, perspectives, and positions. Schwarzman Scholars is designed to prepare its graduates to build stronger relationships between China and a rapidly changing world, and to address the most pressing challenges of the 21st century.

Schwarzman Scholars has already become one of the most selective postgraduate programs in the world. More than 3,000 applications were submitted for the inaugural class of 100 Scholars, and the program will grow to 200 Scholars over the next several years. All Scholars receive a fully funded scholarship to study at the new Schwarzman College at the prestigious Tsinghua University in Beijing.

DIRECTOR OF CAREER SERVICES: OPPORTUNITIES AND CHALLENGES

Schwarzman Scholars seeks a Director of Career Services to design and implement an integrated career services program for all Scholars, with a particular focus on Scholars seeking employment opportunities outside Asia. A member of the senior leadership team, working closely with colleagues in both Beijing and New York, the Director of Career Services will be based New York City. He or she will report to the Associate Dean of Student Life, and work closely with the Executive Director, Sir Nigel Thrift.

The Director will serve as the hub for all career services at Schwarzman Scholars and is ultimately responsible for the success of the career services function of the program. She or he will build and provide a library of information and resources to support students in their career planning, while thinking strategically to anticipate student needs and create a global network of programs and services to address them. While the
Director will have primary responsibility for helping students secure careers outside Asia, she or he will supervise the Assistant Director of Career Services based in Beijing who will focus on helping students secure employment in Asia.

Based on these core position responsibilities, a few critical opportunities and challenges emerge:

**Create and provide strategic direction and oversight for all career service functions at Schwarzman Scholars.**

Working closely with the Associate Dean of Student Life and the Executive Director, the Director of Career Services is expected to set the overall strategic direction and priorities for career services for the program. The Director should leverage existing relationships within the Schwarzman Scholars network to provide students with a broad and deep network of career opportunities across a diverse range of fields and interests. The Director will have access to the strong and growing community of Schwarzman Scholars supporters, and she or he must determine how to skillfully engage them to advance students' careers. Over time, this group will grow to include successful alumni from the program.

A superb relationship builder, the Director should also closely collaborate with existing career services networks at Tsinghua University, building relationships with those offices, and establishing a partnership that benefits Scholars as they pursue careers after receiving finishing the program.

**Cultivate strong relationships with highly selective employers.**

The Director will be responsible for establishing global relationships with top employers in multiple sectors, including international development, think tanks, government, consulting, and banking. The Scholars have a diverse set of interests and the career networks must be broad enough to create pathways for all students. In all cases, these relationships should allow students to continue to grow and develop as future global leaders.

As these networks are created, the Director is expected to develop an integrated database for tracking career opportunities for Schwarzman Scholars, with an emphasis on employers and positions based outside Asia. The system should be sufficiently robust to track individual career opportunities as well as contacts and relationships with employers and their organizations.

**Develop a comprehensive set of integrated processes and systems to track and monitor student employment outcomes.**

In addition to tracking career opportunities, the Director is charged with developing a system to monitor career outcomes for students. The Director will create processes for collecting and tracking this information and presenting it in compelling forms to multiple
internal and external constituent groups. Working with the Executive Director, the Director of Career Services will also establish metrics of success, and over time, outcomes will be measured against these goals.

Inevitably, the career services function will require significant review and improvement in its first several years. To meet the changing career interests of Scholars in future years, the Director will need to work closely with other senior program leaders to be nimble and adjust course as needed.

PERSONAL QUALITIES AND EXPERIENCES THAT ARE ESSENTIAL FOR SUCCESS

The leadership of Schwarzman Scholars seeks an administrator with demonstrated operational experience in an academic setting.

The successful candidate will bring many of the following professional qualifications and personal qualities:

- **A diplomat in style and substance and an entrepreneur in action.** The Director’s leadership style should embody the cultural competencies needed to be successful in this environment, but must also embrace a strong spirit of entrepreneurship to accomplish ambitious program goals.

- **The ability to navigate complex relationships with ease.** Schwarzman Scholars is founded on the idea that greater understanding between nations is essential to the prosperity and security of the world. The Director must believe in this core mission and be able to navigate through this to work with students, staff, and employers from different cultures.

- **Focus on process.** Schwarzman Scholars is still in start-up mode. The Director must be comfortable in this type of environment and have demonstrated experience in creating systems and new processes to help transition the program to one that can embrace innovation in the long term.

- **A passion for the educational mission.** The Scholarship is designed to attract future leaders who will benefit from an understanding of China and a strong global network of relationships. The ideal candidate will have a broad view of global development and a broad general engagement and passion for the work of the Schwarzman Scholars program.

- **Deep career services experience.** The Director must have significant experience working with career services, employer relations, and/or internship programs. The program enrolls graduates from the most prestigious colleges and universities in the world. The ideal candidate will have experience working with
institutions of the highest caliber and bring strong career-related networks to the position.

- **Exposure to U.S. and international students and employers.** She or he must have experience working with U.S. employers, and it would be helpful, but not essential, if a candidate has had significant exposure to international employers as well. Experience with international students is strongly preferred.

**TO APPLY**

The Schwarzman Educational Foundation has engaged Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed in confidence to the firm as directed below.

Please send CV with cover letter, or contact, preferably by email, in strict confidence:

Jackie Mildner or Jeff Kessner  
Isaacson, Miller  
263 Summer Street, 7th Floor, Boston MA 02210

[www.imsearch.com/5899](http://www.imsearch.com/5899)