

Cromwell College
Chief Executive Officer
Success Profile | March 2026



Introduction



Thank you for your interest in the **Chief Executive Officer** selection process.

OnTalent is privileged to partner with the Board of Governors in leading the process of this appointment on behalf of **Cromwell College**. This Success Profile provides you with information regarding the organisation, the role, our ideal candidate and the process we will use.

Once you have reviewed this material, and if you haven't already, please [visit](#) for details on how to apply.

I look forward to working with you through this process and invite you to contact Jay Baxter or myself directly at anytime on 07 3305 5800.

Natasha Olsson-Seeto

Chief Executive

OnTalent

Advertisement

Founded in 1950 by the Uniting Church and located on The University of Queensland's St Lucia campus, Cromwell College is a respected co-educational residential community with a rich heritage and a clear future ambition. It is a place where academic aspiration, leadership, service and personal growth are nurtured in a supportive and values-led environment.

On behalf of the Board of Governors, we invite applications for the role of Chief Executive Officer. This is a rare opportunity to lead a well-established college community while shaping its next phase of strategic, financial and cultural evolution.

The CEO is accountable to the Board for the overall stewardship and performance of the College, providing strong commercial, organisational and community leadership. This is a residential role, with an on-campus residence provided, and calls for a visible, engaged leader who is energised by campus life and inspired by the development of young adults.

Cromwell's strength lies in its community. The CEO will nurture strong relationships with current students, staff and families, while actively engaging alumni and past community members as ambassadors and advocates. You will bring genuine warmth, visibility and relational depth to these connections.

The next CEO will lead the implementation of the current Strategic Plan and the development of the 2026 to 2028 Strategic Plan. A key priority will be strengthening financial sustainability through thoughtful funding strategies, disciplined financial management and contemporary revenue diversification.

Critically, the role will oversee current and future capital works and infrastructure renewal related to the Master Plan.

The CEO will also play a pivotal role in philanthropic engagement and advancement activity. Working closely with the Cromwell Foundation, alumni and donors, you will deepen a culture of giving, articulate a compelling case for support and build sustainable funding pipelines to enable future growth.

You will also strengthen external partnerships with The University of Queensland, Uniting Church and other key stakeholders, philanthropic partners and the broader residential college network. This requires a leader who is confident in boardrooms, comfortable in donor conversations and equally at ease speaking with students over dinner.

The College welcomes leaders whose personal values align with its heritage and enduring commitment to service, integrity, inclusion and community. Respect for the College's foundations and traditions is essential, together with the ability to lead in a contemporary and diverse environment.

The CEO will ensure the highest standards of governance, compliance and risk management, including work health and safety and duty of care. You will lead and develop a capable team, foster a positive workplace culture and maintain a strong academic tutorial framework.

You will be a visible champion of student wellbeing, safety and leadership development, creating an environment where young people feel known, supported and challenged to achieve their best.

About you

We are seeking a relational and strategic executive leader who brings:

- Significant senior leadership experience, ideally in education, residential communities, human services or similar
- Demonstrated experience leading funding strategies, major fundraising or advancement initiatives, and building trusted donor and stakeholder relationships with a focus on financial sustainability
- Proven capability in Master Plan delivery, capital projects management and infrastructure oversight, including planning, procurement and delivery
- Strong financial acumen and experience stewarding organisational resources responsibly
- A track record of engaging constructively with Boards and contributing to sound governance
- Exceptional communication skills and the presence to inspire confidence across diverse audiences
- A genuine interest in mentoring and supporting emerging leaders

Cromwell College warmly encourages applications from leaders of diverse backgrounds and experiences who align to the College ethos. We are particularly interested in leaders who have completed post graduate qualifications, combine commercial discipline with emotional intelligence and a deep commitment to community impact. This is an opportunity to lead with head and heart. To steward a proud institution. And to shape a residential experience that will influence generations of students to come.

Our microsite provides extensive information to inform your application. For a confidential discussion, please contact Natasha Olsson-Seeto or Jay Baxter on 07 3305 5800.

To apply, please visit www.ontalent.com.au/cromwellcollege and submit your tailored cover letter outlining your motivation, values alignment and the value you would bring, together with your resume.



Cromwell College

Cromwell College is a co-ed residential college located within the University of Queensland, St Lucia Campus. Cromwell is a home away from home for 248 students, generally ranging in age from 17 to 21. Despite demand for places at Cromwell exceeding supply each year, the College is deliberately capped as one of the smaller residential colleges within the University. This is to ensure that the unique blend of adult freedom and necessary academic and pastoral support structures blend in a values-based community environment.

Cromwell provides a safe and nurturing base from which to embark upon or continue university study. Ask a Cromwell student the best feature of their College and they are likely to say to you things like, “strong community”, “close knit – everyone knows and looks out for everyone”, or “family feel”.

From the moment you first enter Cromwell College, the sense of community and warmth of spirit is evident. These qualities have shaped the College for more than seven decades and remain central to daily life on campus.

Cromwell College

History

Cromwell College was conceived in 1950 by a group of Christian leaders from the Congregational Churches in Queensland. The inspiration for the college stemmed from their commitment to fostering academic excellence and personal growth in a faith-based environment. A generous donation of approximately £40,000 (equivalent to \$2 million today) from Mr. V.E. Hancock and his wife, Mary, played a pivotal role in turning this vision into reality. The couple, along with other members of the Hancock family, remained deeply involved in the college's development and are remembered with gratitude.

The decision to establish Cromwell College was finalised on April 28, 1950. Under the leadership of the Foundation Principal, Rev. G. Lindsay Lockley, and the first Board of Governors, the college began its journey of service and education.

The college was named in honour of Oliver Cromwell, Lord Protector of England, Scotland, and Ireland. Cromwell was chosen for his historical significance as a reformer and Congregational churchman who embodied faith, service, and leadership. His motto, Pax quaeritur bello ("Peace is sought through war"), was replaced with Ubi spiritus ibi libertas ("Where the Spirit of the Lord is, there is Liberty") to better reflect the founders' aspirations.



Cromwell College

Cromwell College became the first residential college on the University of Queensland's St Lucia campus when it opened its doors on June 5, 1954. Initially established as a men's college, it transitioned to a co-educational institution in 1973. Over the decades, Cromwell has expanded its facilities to include multiple buildings named after influential figures in its history such as Thatcher Wing and Hancock Wing, and has maintained a focus on fostering community and academic excellence.

For over 70 years, Cromwell College has been dedicated to nurturing well-rounded individuals through its supportive community, academic programs, and extracurricular activities. Its history is not merely about buildings or milestones but about the people who have shaped it - students, staff, alumni, and benefactors whose contributions continue to define its enduring legacy.



Mission, Vision and Values

Mission

- Developing leadership
- Supporting academic performance
- Forming a person who understands their responsibility to themselves and the community, by supporting and encouraging an improved social conscience and social awareness

Vision

Living and learning for leadership in life.

Values

Community – respectful, celebrating diversity and inclusion

Resilience – building inner strength

Opportunity – freedom to pursue an enjoyable experience

Motivation – being the best you can be

Wellness – mind, body and soul

Ethics – personal values built upon spirituality and integrity

Leadership – responsibility for self and others

Learning – social and academic development





Chairperson

Judy Young Chairperson

Judy Young is an experienced Chartered Accountant with a career spanning more than 40 years predominantly serving not-for-profit entities. She currently leads her own consultancy firm, working primarily in the Queensland independent education sector.

Judy holds a Bachelor of Commerce, Master of Arts and a Graduate Diploma of Adult Education and Training. Her experience in the education sector includes a number of Business Manager roles, lecturing at CHC, and the development and implementation of a comprehensive governance training suite for the independent education sector.

Judy is the current Chair of Cromwell College, within the University of Queensland and has a passion for supporting not-for-profits to thrive and better serve the community.



Senior Management Team



Mr Michael Crome

Acting Principal and CEO Deputy Principal – Academics & Operations

Michael Crome is the Deputy Principal - Academics and Operations at Cromwell College. Since joining Cromwell in 2015, he has been dedicated to providing exceptional academic and pastoral support, helping students navigate the challenges of university life. With over 42 years in education, Michael has held various teaching and leadership roles in schools across Melbourne and Brisbane. Michael's academic background includes a Bachelor of Science (Honours) majoring in Biochemistry from La Trobe University and a Master of Education Administration from the University of New England. His career has spanned positions such as Senior Mathematics Teacher at Somerville House, Dean of the College at West Moreton Anglican College, and boarding leadership roles at Brisbane Boys' College and Caulfield Grammar School.

Beyond his professional life, Michael and his wife Jenny reside on-site at Cromwell College, where they enjoy spending time with their three children and three grandchildren. His extensive experience and commitment to student success make him a valued leader within the Cromwell community.



Mr Jason March

Business Manager

Jason joined Cromwell College as the Business Manager in November 2015. He holds a Bachelor of Commerce majoring in Accountancy and Legal Studies from the University of Wollongong and has been a member of CPA Australia for 30 years.

Jason has worked with diverse organizations, ranging from government departments to corporates before finding a home in the not-for-profit sector, providing tailored financial guidance to meet the unique needs of each.

He has extensive experience in financial reporting, budgeting, audit management, administration, facilities management and risk assessment, with a focus on ensuring financial sustainability and delivering value.

Senior Management Team



Ms Lindy Roos

Dean of Students

Lindy is a proud Cromwell alumna who brings a strong understanding of College life and student leadership, having previously served as a Residential Assistant, Academic Mentor, Vice President of the Student Association, and Board of Governors Representative. Over the past two years, she has continued her contribution to the community as a Staff Back-Up, providing after-hours pastoral care and guidance to students.

Alongside her connection to Cromwell, Lindy has developed a professional background in communications and leadership. She holds a Bachelor of Communication from The University of Queensland and has experience working in high-pressure environments that require clear judgment, effective communication, and calm decision-making.

Lindy is committed to fostering student wellbeing, inclusion, and connection, and to supporting students to thrive academically, socially, and personally during their time at Cromwell.



Chief Executive Officer

This role is an integral leader of Cromwell College, reporting directly to the College Board of Governors, with a broad and diverse remit and core responsibility for ensuring the attainment of a safe, academically oriented and supportive educational and residential environment. The Chief Executive Officer is accountable for the efficient and effective conduct and administration of the affairs of the College and for the application of best practice in managing financial, physical and personnel resources.

- Leads the College community through the implementation of the College's Strategic Plan and provides strong personal, moral and values-based leadership aligned with the College's constitutional and traditional objectives.
- Oversees and monitors the financial affairs of the College, enhancing long-term financial sustainability through sound governance, conference trade development and advancement of the College Foundation.
- Ensures compliance with all legislative and regulatory requirements, including Workplace Health and Safety, equal employment opportunity, cultural relations and duty of care obligations.
- Manages the operational activities of the College, including appointment and performance management of staff, maintenance of physical and virtual infrastructure, and oversight of marketing and fundraising initiatives.
- Provides a caring, safe and disciplined residential environment, supporting the spiritual, pastoral, academic and personal development of students while maintaining high academic standards and a quality tutorial system.
- Represents the College and develops strong stakeholder relationships with The University of Queensland, the Uniting Church, alumni, the Cromwell Foundation, students and families, and the broader community.
- Leads the development and implementation of future strategic priorities, including the 2026–2028 Strategic Plan, the Master Plan, executive succession planning and continuous organisational improvement.
- Resides on campus and actively participates in College life, being on call as required and modelling leadership, integrity and community engagement within the residential environment.



 [Position Description: Chief Executive Officer](#)



Our Ideal Candidate

Experience

You are a values-driven executive leader with intellectual depth, commercial acumen and a relational leadership style. Holding a Master's degree or higher, you bring significant senior management experience in residential, educational or not-for-profit settings. You have successfully led complex organisations with accountability and care, understanding the responsibility of shaping environments where young people live and learn.

Grounded in integrity, service and community, you align with the Uniting Church ethos of inclusion, social justice and pastoral care. You demonstrate strong governance, financial stewardship and strategic leadership, working effectively with Boards.

You have experience in advancement, philanthropy and sustainable revenue development, including capital projects. Visible and approachable, you foster a safe, disciplined and academically focused community, engaging confidently with students, families, alumni and Church stakeholders while ensuring long-term sustainability and mission alignment.



Our Process

At OnTalent, we specialise in partnering with purpose driven organisations to identify and secure exceptional leadership and we are pleased to be working with Cromwell College on this significant appointment.

Our approach is deliberate, strategic and people centred. Every step of our process is designed to ensure alignment between candidate capability and organisational purpose. From understanding the culture and objectives of our clients to engaging and assessing talent in a considered and thorough way, we don't cut corners.

We are deeply committed to creating inclusive and equitable recruitment experiences. Our process is built to reduce bias and support diverse representation at all stages. We will work closely with you to ensure we are able to create an inclusive, fair and accessible pathway for you throughout the process. We encourage all candidates to discuss their individual circumstances with our team at any time.

Our recruitment process is built to deliver results that last.



OnTalent Commitment

OnTalent is committed to providing exceptional levels of service to our clients and candidates alike.

Our commitment is to 'Connect People and Purpose' and we take this seriously.

Our core service standards for this project will include:

- All candidate calls returned on the same day.
- All client requests actioned in the same day.
- All applicants to be given an outcome within five working days.
- All interviewed candidates to be given verbal feedback.
- All reports to be tailored and accurate and delivered on time.
- Interviews coordinated so that candidate's privacy is a priority with no candidates seen by other candidates.
- All candidates to be prepared and briefed for panel interviews.
- All panel members fully briefed prior to interviews as to format, questions, and candidate profiles.



If you have questions about this role, please reach out to one of the team below.
We welcome your application via the apply button on the [OnTalent Website](#).

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Jay Baxter
Associate Client Partner
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