

# CANDIDATE PACK

## Work Experience and Recruiter Engagement Coordinator

Careers and Employability Service

UNIVERSITY OF  
WESTMINSTER 



# OUR UNIVERSITY

Under the inspirational leadership of Professor Peter Bonfield OBE, the University of Westminster is a place where discoveries are made, barriers are broken, diversity is celebrated and where everyone is welcome. Serving more than 21,000 undergraduate, postgraduate, apprentice and executive students, our mission is to transform the lives of young people from all backgrounds. We seek to make the world a more inclusive, sustainable, better and healthier place through our educational, research and knowledge exchange endeavours.

Since our founding in 1838 we have stood out as innovators, committed to tackling social inequalities. In 2021, our University ranked 2nd in England out of more than 100 higher education institutions for social mobility. The ranking - produced by the Institute for Fiscal Studies and the Sutton Trust - compares the number of students from low-income backgrounds at universities, and the extent to which their studies helped them to move up the income ladder. Westminster has the second highest performance among universities in England.

As we focus forward to 2029, we will continue to do so in a way that is true to our progressive, compassionate and responsible values. Our education offer will be more personalised and authentic, giving students from all backgrounds an opportunity of transformative learning, helping them succeed in their studies and professional lives. Our curriculum will be employability-linked, leading to stronger outcomes and helping prepare our graduates for the world of work and for life. Our research and knowledge exchange will enable us to maximise our positive impact on societies in the UK and around the world in an environment where everyone is inspired to succeed. Our priorities of wellbeing, inclusion and sustainable development will help us as we navigate through the challenges and opportunities towards 2029.



# OUR PRIORITIES

The University's 2022-2029 strategy, *Being Westminster*, sets us apart and builds on our unique history and achievements. In our University, we value social justice, moral conscience, inclusivity and equality, acting positively together to make change for good.

The University of Westminster has three priorities.

## WELLBEING

Working and studying together at Westminster as a community of students and colleagues is a big part of our lives – doing so in an environment that places our wellbeing front and centre helps us to be safe and feel safe. We care for the safety, health and wellbeing of those around us as well as ourselves.

## INCLUSION

All Westminster, colleagues and students are in a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and is a place where harassment and discrimination are not tolerated. As a responsible institution, we strive to ensure and to champion equality. As a progressive institution, we take pride in our diversity. As a compassionate institution, we commit to an inclusive culture that allows students and colleagues to reach their full potential.

## SUSTAINABLE DEVELOPMENT

We take inspiration from the 17 United Nations' Sustainable Development Goals (SDGs) in how we drive our actions and activities and governance across our University. As a community, we bring together our collective energies to play our part in addressing the climate crisis and inequalities to enable a more sustainable and socially just world. We are one of the top 20 universities in the world in SDG 5 for providing equal access and supporting the academic progression of women. We are one of the top 25 universities in the world in SDG 10 tackling economic, health based and international inequalities. We are in the top 50 universities in SDG 12 for promoting resource and energy efficiency, having a sustainable infrastructure, and providing access to basic services for all.



# OUR OBJECTIVES 2022-2029

Against a backdrop of a changing and challenging higher education environment, the University has recently completed a major review of its objectives and strategy, and has published its commitments for the period 2022-29.

## EDUCATION

We will offer personalised and authentic education, underpinned by an inclusive curriculum, to enable all our students, from all backgrounds, to engage in transformative learning and to succeed in their studies and professional lives. We will address global, political, and social challenges through a relevant demand-led and forward-looking portfolio. We will do this by offering authentic teaching, learning and assessment modes which immerse students in the wider-world through live projects, work-based learning and global opportunities. We will invest in our people to enable all teaching colleagues to plan and deliver exceptional learning experiences and professional colleagues to offer exceptional support. Students will be empowered by working in partnership with colleagues and fellow students to shape the Westminster experience. We will develop an integrated physical and digital environment that supports excellent practical, active and collaborative learning for all our students.

## RESEARCH AND KNOWLEDGE EXCHANGE

Research and knowledge exchange are fundamental to our commitment to making a positive difference to the world and transforming lives. We are committed to research in four priority areas: Diversity and Inclusion; Health Innovation and Wellbeing; Sustainable Cities and the Urban Environment; Arts, Communication and Culture. Our excellence in research and knowledge exchange will infuse our education endeavour, inspiring and equipping our students as agents of change locally as well as globally. We will continue to grow our community of PhD researchers, ensuring that the Westminster postgraduate research experience remains sector leading and the foundation for great careers. In knowledge exchange we will focus on engagement with government, business and with the public and local community. We will achieve more when we identify shared interests and build partnerships with our communities and collaborate for the public good with a clear civic purpose.

## EMPLOYABILITY

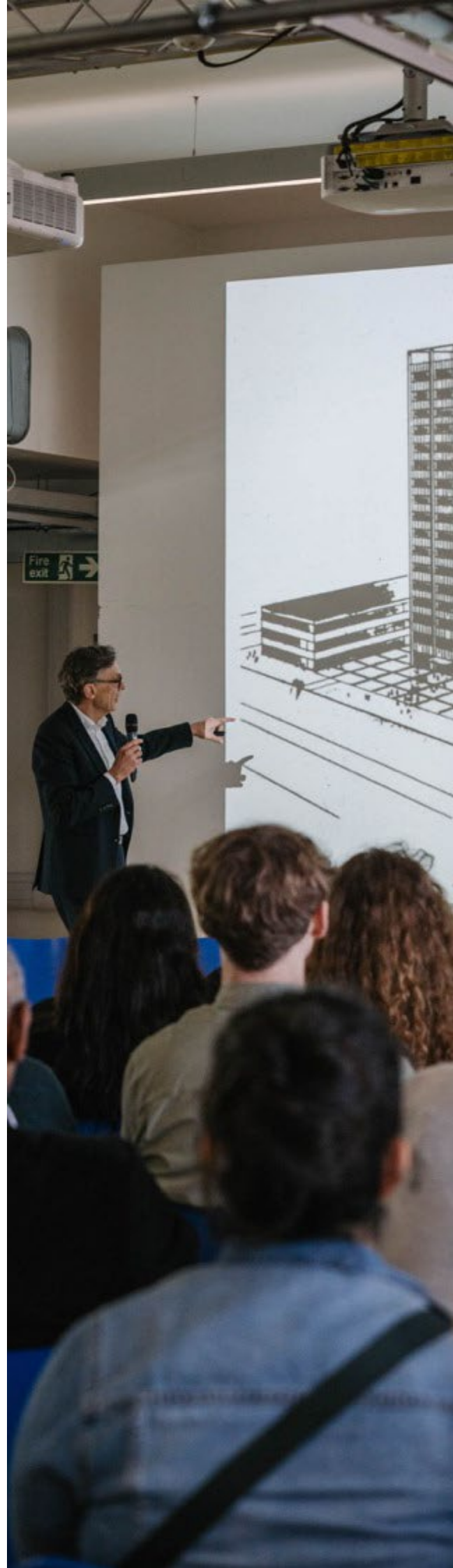
We will ensure that all our students benefit from employability-led learning and purposeful engagement with employers, business and industry, to give students from every background the best possible preparation for the world of work and enable the best possible employability outcomes. We will do this through the further extension and embedding of programmes such as work-based and placement learning; the Westminster Employability Award; Westminster Working Cultures; mentoring; and student enterprise. Employability-related learning will be a core and critical part of the courses and curriculum we offer, right across the University. It will be front and centre of life at the University for students and colleagues.



A key priority will be the development of a dedicated Centre for Employability and Enterprise at 29 Marylebone Road, intended to transform our student experience and our engagement with business, industry and employers. The Centre will provide a game-changing experience through which undergraduate and postgraduate students from across Westminster will come together and practise enterprise; develop an entrepreneurial mindset and skills; access training, work, projects, business advice and mentoring; and connect directly with employers. The future-focused environment of the Centre will scale up our employability provision, helping our students to be 'fit for the future' in the most challenging of post-pandemic labour markets and economic environments. It will strengthen links between our UK-based and international employer partners and our motivated, bright, work-ready students, affording employers access to a diverse mix of people right for the needs of the contemporary workforce.

## GLOBAL ENGAGEMENT

We will raise the international reputation and reach of the University, ensuring that 30% of our undergraduate community and 70% of our taught postgraduates come to us from overseas. Overseas partnerships will remain central to our global engagements. We will prioritise the outward mobility of our students to partner institutions, contributing to students' development of employability skills and competences. We will extend and deepen our Trans-National Education relationships. These partnerships, particularly that with Westminster International University in Tashkent, will move beyond franchised or validated arrangements to embrace employability, alumni-related research, CPD and knowledge exchange connections.



# OUR STRUCTURE

## ACADEMIC STRUCTURE

Our structure is built to deliver an enhanced learning environment, stronger and broader industrial, international and professional connections and pioneering and impactful research. The University comprises three Colleges:

### Westminster Business School

- School of Organisations, Economy and Society
- School of Finance and Accounting
- School of Applied Management
- School of Management and Marketing

### Design, Creative and Digital Industries

- School of Architecture and Cities
- Westminster School of Arts
- School of Computer Science and Engineering
- Westminster School of Media and Communications

### Liberal Arts and Sciences

- School of Social Sciences
- Westminster Law School
- School of Humanities
- School of Life Sciences

The University Executive Board comprises:

- Vice Chancellor and President
- Deputy Vice Chancellor (Employability and Global Engagement)
- Deputy Vice Chancellor (Education and Students)
- Deputy Vice Chancellor (Research and Knowledge Exchange)
- Chief Operating Officer and University Secretary
- Three Heads of College

## PROFESSIONAL SERVICES

Our Professional Services teams support the effective and professional delivery of our teaching, research and knowledge exchange and the management of student residences and sports facilities.

- Academic Registry
- Business Engagement
- Estates
- Finance and Commercial Activities
- Global Recruitment, Admissions, Marketing and Communications
- Information Systems and Support
- People, Culture and Wellbeing
- Strategy, Planning and Performance
- Student and Academic Services



# JOB DESCRIPTION

**Job Title: Work Experience and Recruiter Engagement Coordinator**

**Reports to: Work Experience and Placements Officer**

**Department: Careers and Employability Service**

**Grade: NG4**

## ROLE PURPOSE

To coordinate and monitor a portfolio of work experience and recruiter engagement activities, working with colleagues to implement, maintain and promote new work based learning opportunities for students.

## PRINCIPAL ACCOUNTABILITIES

1. Coordinate and monitor work based learning opportunities, including liaising with students, college colleagues, employers, recruiters and partner organisations, monitoring and reporting on progress, including undertaking due diligence checks actioning any basic issues/concerns.
2. Deliver sessions and 1-2-1 advice that prepare, debrief, and provide advice to students on the support available to them in seeking work placement opportunities e.g.: Providing advice on application forms, CVs, covering letters, preparation for interview and interview techniques.
3. Local management of work based and placement learning projects and working with employers as relevant, arranging Insight sessions, collating applications, arranging interviews and handling offers and rejections.
4. Work in partnership with academic and Professional Services colleagues, to develop existing and new work based learning opportunities to enhance student employability.
5. Work in partnership with academic and Professional Services colleagues to promote and maintain existing and new relationships with employers, recruiters and partner organisations.
6. Develop, maintain and coordinate the dissemination of up-to-date information and documentation for students, colleagues, employers, recruiters and partner organisations and to market the service through a variety of media, including testimonials, newsletters and College specific events.
7. Coordinate and deal with incoming Careers and Employability work experience and relevant employer, recruiter and partner Piotrowska enquiries.



8. Maintain accurate records, supporting the monitoring and reporting of placement students on visas, and provide regular progress and monitoring reports to relevant stakeholders as required.
9. To act as supervisor to student helpers, dealing with recruitment and induction, or the Work Experience and Recruiter Engagement Administrator in the absence of the Work Experience and Placement Officer
10. Participate in Careers and Employability outreach and promotion activities, including inductions, staffing outreach stands, open and applicant days and preparing marketing materials.
11. Undertake any other such duties within the competence of the post holder as may be assigned by the Work Experience and Placement Officer, including appropriate professional development required for the role.

## CONTEXT

This post is part of the Work Experience and Recruiter Engagement Team.

The Work Experience and the Recruiter Engagement Team are a part of the Careers and Employability Service.

The team provides support for colleagues, students and recruiters alike, for all work-based learning and recruiter engagement opportunities. The main purpose of the team is to enhance students' employability through developing opportunities for students to gain a deeper understanding of the workplace and specific roles, utilise their skills and knowledge in a work environment, develop key employability skills and secure work based learning and graduate opportunities.

Employability is one of the 4 objectives in the Being Westminster: 2022 -2029 Strategy. In order to work towards this objective, the university has committed to offer a work based or placement learning opportunity to all undergraduate students as part of our Employability Strategy Framework. The university has chosen to adopt a broad definition of work based and placement learning, by including UK and International experience and opportunities delivered both on campus and in the workplace, to ensure the university can work collaboratively to meet the needs of our diverse student population and employer partners. This is being delivered via a 4-year programme and a dedicated project team to provide:

1. Access for 100% of full-time undergraduates to
  - a. Mandatory short-term work based and placement learning options at level 4/5.
  - b. An optional year-long work placement or study abroad module at level 5
2. The creation of an institutional work-based learning and placements offer that reflects the needs of students and industry while minimizing barriers for underrepresented students.
3. Evaluation of the impact of these opportunities aligned with the University's Access and Participation Plan.





The job will be based at the Marylebone site, but all University appointments are made on the understanding that colleagues may serve at any of the service points should the need arise.

The Careers and Employability Service, based in Student and Academic Services, is organised into 3 teams - Careers Advisory Services, Work Experience and Recruiter Engagement, and Student Engagement and Information.

Student and Academic Services (SAS) provides professional, efficient, effective and consistent researcher and student-focused support and services across the University's main sites in the West End and at Harrow. It leads on professional support for a wide range of research, learning and wellbeing interventions that enhance the experience of students, colleagues and alumni throughout their relationship with the University.

SAS is a large and complex Directorate, organised into six clusters:

- Business Operations
- Employability and Graduate Success
- Learning Innovation and Digital Engagement
- Library and Archive Services
- Research and Knowledge Exchange Office
- Student Support and Residential Life

The University requires all post holders to have an understanding of individual health and safety responsibilities and an awareness of the risks in the work environment, together with their potential impact on both individual work and that of others

## DIMENSIONS

The postholder does not have line management responsibility but as acts as supervisor to student helpers, dealing with recruitment and induction, or the Work Experience and Recruiter Engagement Administrator in the absence of the Work Experience and Placement Officer.



# PERSON SPECIFICATION

## QUALIFICATIONS

### Essential

- An undergraduate degree or practical experience that demonstrates relevant levels of knowledge and skill.

## TRAINING AND EXPERIENCE

### Essential

- Demonstrate a proven track record of delivering a high level of customer service.
- Demonstrate experience in the successful relationship management of a wide group of internal and external stakeholders.
- Experience of contributing to marketing planning or contributing to marketing campaigns.
- Experience of working in A busy office environment, dealing with enquiries from different stakeholders
- Experience of report writing and presentation skills.
- Knowledge/experience of Recruitment and the student recruitment environment

### Desirable

- Knowledge/experience of working in UK HE or FE.
- Experience of working in a target driven or sales environment.
- Knowledge/experience of working in recruitment services, employer liaison, student support, marketing or events.
- Project, client management experience.
- Experience of supervising others

## APTITUDES, ABILITIES AND PERSONAL ATTRIBUTES

### Essential

- Excellent interpersonal skills with a proven track record of engaging effectively with people at all levels.
- Show evidence of strong communication (written and oral) and inter-personal skills



- Ability to identify customer needs and expectations and keep them in mind when taking actions or making decisions.
- Demonstrate excellent organisational skills with an ability to prioritise work in a very busy environment
- Excellent attention to detail, organising and prioritising work and working accurately under pressure.
- Ability to deal effectively with unexpected situations, taking advantage of opportunities and overcoming problems.
- Ability to effectively deliver conflicting priorities and challenging workloads by maintaining focus on agreed objectives
- Ability to work effectively on own initiative, and as part of a team
- Enjoy working as part of a busy team
- Flexible to adapt to an ever-changing environment
- Efficient and reliable
- Have a high level of commitment
- Have a pro-active approach to problem solving
- Self-motivated, enthusiastic and flexible
- Able to work on own initiative
- Commitment to personal and professional development
- Fully committed to contributing to a stimulating learning and working environment which is supportive and fair, based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.
- At certain times of the year there will be a requirement to work some overtime. Although based in Central London, candidates must be prepared to travel to Harrow on occasion, and may be required to work on other university sites.

**Desirable**

- Good leadership qualities, drive, and a credible and persuasive approach.



# HOW TO APPLY

To apply for this vacancy, please visit our [vacancies page](#) where you will be able to download our application form template. You will then be requested to complete a quick registration before being able to upload completed application form and any supporting documentation.

## Applications should include:

- A concise statement in support (ideally no longer than two pages), addressing the criteria in the Person Specification and motivation for applying.
- You may also include an up to date curriculum vitae;
- names and contact details of two referees (although referees will only be approached at offer stage).

**The deadline for receipt of applications is midnight on 02 December 2024.**

**Interviews will take place on 17 December 2024.**

An appointment will be made subject to proof of eligibility to work in the UK and satisfactory references being obtained.

At the University of Westminster, diversity, inclusion and equality of opportunity are at the core of how we engage with students, colleagues, applicants, visitors and all our stakeholders.

We are fully committed to enabling a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.

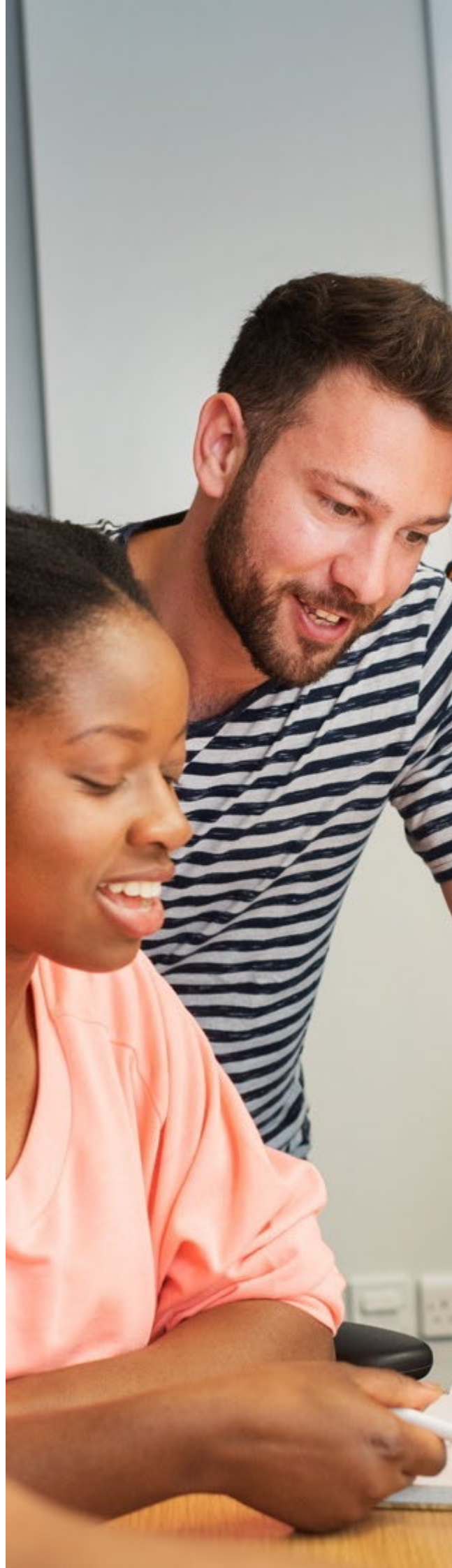
*The University has adopted Smart Working principles to support and further our Equality, Diversity and Inclusion aims of being an inclusive, collaborative and flexible employer. Further details of Smart Working can be discussed at interview stage.*



# OUR BENEFITS

The University offers a range of wellbeing and work-life balance benefits to recognise and reward the essential contribution our colleagues make to success and growth. Our benefits are inclusive for colleagues of all backgrounds including LGBTQ+ colleagues, disabled colleagues, pregnant colleagues, parents and carers, as well as colleagues of all genders, age, ethnicities, nationalities, religion and beliefs, and marriage and civil partnership status.

- 35 days annual leave per year, plus bank/national holidays and University of Westminster closure days (pro-rata for part-time staff).
- A generous occupational pension scheme.
- Annual incremental progression and/or cost of living reviews.
- Generous maternity, paternity and adoption leave.
- Flexible working and smart working.
- Learning and development opportunities.
- Free membership rates for a wide range of sporting facilities, including gyms at Regent Street and Harrow campuses, as well as the Chiswick Sports Ground.
- Employee assistance programme.
- The opportunity to participate in other attractive employee benefit schemes such as Cycle to Work, Eye Care Vouchers, Season Ticket Loans, and Give As You Earn.





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