

UNIVERSITY OF YORK STUDENTS' UNION

Recruitment Pack



www.yusu.org



University of York Students' Union
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Information for applicants

Thank you for your interest in joining our team. This pack contains an overview of the organisation and how to apply. If you would like any further information or an informal conversation about this opportunity please contact Szczepan Swiatkowski on 01904 324660 or s.swiatkowski@yusu.org

The University of York Students' Union (YUSU) is the representative body for the 17,000+ students at the University of York. Just over 50 years old and growing rapidly, YUSU provides a wide range of charitable and trading services and activities designed to improve students' lives and support students to make the most of their time at York. Among the largest charities in North Yorkshire, we aim to be amongst the best students' unions in the UK.

Rapid growth over the last five years has seen our turnover approach £5.5m annually; our employee population approaches almost 200 staff including around 150 part time student staff, our student participation increase, our student satisfaction ratings improve and our estate grow. YUSU has been through a period of change. As we approach the final year of our current [strategic plan](#), we are preparing to invest into research, people, buildings, digital infrastructure and look at the next program of growth.

Our organisation incorporates a charity and a subsidiary trading arm. The organisation as whole runs the following services:

- Over 200 student societies, one of the widest range of student interest groups per capita of any students' union in the country. This incorporates some of the most active and award-winning student media in the UK.
- A growing volunteering program linking students to volunteering opportunities across the world; building their skills, networks and experiences while supporting wider society.
- A fundraising programme helping students to raise and give (RAG), providing important donations to local and national charities.
- Sixty eight British University and Colleges (BUCs) teams competing across the UK. With our league placing improving for three successive years we are now firmly in the top forty teams.
- A wider programme of intra-mural College sport including the annual College Varsity with York colleges competing against Durham colleges
- Europe's largest annual inter-University sport competition 'Roses' with York playing 140 sports against Lancaster each year in a high profile tournament attracting over 6,000 spectators and 2,000 participants in 2016/17.
- A student advocacy and well-being service providing professional, independent information and advice to over 500 students each year that have academic or welfare concerns, or are experiencing difficulties with student life.

- A student voice service recruiting, training and developing a network of volunteer representatives representing student academic interests and liberation interests across the University, the City and wider afield. They support over 500 elected students in courses, liberation groups and campaigning networks.
- A large scale events programme on and off campus for students including live music, funfairs, cultural celebrations, comedy, formal dinners, awards ceremonies and much more including over 4,000 students attending our 2018 Summer Ball.
- 5 licensed venues providing food, drink and a safe, fun environment for students to socialise in.
- A coffee shop providing one of the unique and best value for money spaces for students on campus.

Our finances

Our latest consolidated and audited accounts are available [here](#).

Our commitment to quality

We submitted to Best Companies Accreditation in 2016-17 for the first time and achieved 'one to watch' in the Times top 100 employer survey. In 2017/18 we completed our next submission securing 21st best non-profit organisation in the Sunday times Top 100 best companies to work for in the UK.



About the University of York

The University of York is a Russell Group institution founded in 1963. It is one of just six post-war Universities to have appeared in the world top 100 institutions. With over 30 departments and research centres, the University has seen rapid growth accompanied by a multi million campus expansion and a new 20 year estate development strategy to continue the development of world facilities for the beautiful campus setting on the outskirts of York.

With an interim vice chancellor, Saul Tendler, and a recruitment process under way for a permanent replacement the University's we are at a turning point for the University. The strategic ambitions of the University have secured new emphasis and investment into key aspects of student experience to accompany world-class learning and teaching. This has led to increased partnership working between YUSU and the University, as well as providing support to our own independent strategic ambitions. The University are currently preparing to recruit a new vice-chancellor as Koen takes up a new post at the University of Sheffield.

For further details on the University see [here](#).



About our strategy

YUSU launched its first ever five year strategic plan at the start of the 2015/16 academic year, following a year of intensive membership and stakeholder research. Drawing over 1,000 contributions of both a qualitative and quantitative nature, we believe this is our most evidence-based plan ever.

The plan sets out our vision - to put students at the heart of everything in York and our three new core values:

- We are inclusive
- We are brave
- We are for, with and by students

These values, and our strategy are being embedded into all aspects of our work including our recruitment, performance management, communications and planning.

The plan has four key strategic themes;

- To **represent** the full diversity of our students
- To provide **opportunities** to our students that support their personal development
- To support students' **well-being**
- To create a York **community** that enhances student life.

These four themes are underpinned by some key changes to how we deliver:

- Effective **communication**
- High impact **culture**
- Effective **systems and finances**
- High impact **commercial services**.

Further information on YUSU's strategic development is available [here](#).

Our latest impact report detailing some of our proudest achievements from the last year report is [here](#).

About our governance

As well as our employed staff, made up of both specialist full time 'career' staff and student part time staff, we have five full time student officers elected each year by cross campus ballot. The five full time officers cover the portfolios of President, Academic Officer, Sport President, Activities Officer and Well-being and Community Officer. As well as their representative roles these five sabbatical student officers hold positions as trustees for their duration of office.

The five sabbatical officer trustees are accompanied on our Trustee Board by three 'ordinary student' trustees (current students, elected by cross campus ballot), and three external lay trustees recruited for their experience and expertise. The Trustee Board is supported by the organisation's full time Chief Executive and the Union's four senior managers. The Board is chaired by the President with an external trustee as Deputy Chair.

Under our structure the Board is the highest decision making body in the organisation, ultimately responsible for the work of the Students' Union with particular responsibility for its financial sustainability and practice, charity and legal compliance and strategic direction.

Application process

Please complete and submit the enclosed application form via this link by the deadline of: **3rd January 2019 5pm.**

All applications received will be considered by the Union and a shortlist of candidates will be invited for informal interview.

Feedback will be provided to candidates invited for an interview.

Interviews for this post will take place on: **Friday 11th January 2019.**

