



THE UNIVERSITY OF
YORK STUDENTS' UNION

RECRUITMENT INFORMATION PACK

IF YOU REQUIRE THIS PACK IN ANY OTHER FORMAT,
PLEASE LET US KNOW BY EMAILING **HR@YUSU.ORG**
AND WE WILL ACCOMMODATE YOUR REQUEST.



Overview



Thank you for your interest in joining our team. This pack contains an overview of the organisation, our make-up, what we think makes us special, and how to apply. If you would like any further information, or an informal conversation about this opportunity please contact our HR team at hr@yusu.org.

About Us

The University of York Students' Union (YUSU) is the representative body for approximately 20,000 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, create student employment opportunities, and support students to make the most of their time at York.

We have achieved rapid growth over the last five years across a range of metrics, from our turnover to our employee population, our student participation, our student satisfaction ratings and our estate. YUSU is an organisation that embraces change, is ambitious and is aiming to be amongst the best students' unions in the country.

Our organisation, like many others, has been impacted by the pandemic; but a clear strategic plan, our ability to adapt quickly and the amazing dedication and commitment shown by our teams has carried us through and has allowed us to focus on what we believe and want to achieve as an organisation. In doing so, we have thought deeply about the future, and how we, students and the world around us have, will and could change, and what this means for the way we shape the Union over the coming years.



About Us

Our new strategic plan provides us with focus:

OUR SHARED PURPOSE

Working together to ensure every student at York can realise their true and full potential, create change and help make the world a better place.

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OUR MISSION

OUR BELIEFS

- We believe in the **transformative power of education**
- We believe in the capacity of people to **build a better society**
- We believe the role of a union is to **empower, support and challenge.**

About Us

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OUR VALUES

- **Ambition:** We are unashamedly ambitious. Students and their success is the reason we exist, and we will do everything in our power to work to their unique needs, journeys, experiences and communities.
- **Innovation:** We're not afraid of failure. We bring creativity, sensitivity and integrity to all our work meaning that when things don't pan out how we expected, we own it, learn from it and always try again.
- **Social Conscience:** We are bigger than just ourselves. We care and are committed to our vibrant community, celebrating and encouraging difference and diversity.
- **Authenticity:** We are authentic and honest – building trust, rather than just focusing on our own power, privilege and legitimacy. We are always open about the needs, complexities, opportunities and challenges we all face now and in the future.
- **Partnership:** We recognise we can't work alone – we know and are open about our limitations and believe that collective action and solidarity is what makes our work special. We weave and connect what already exists, build on common ground and focus on what unites us rather than divides us

What we do

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

- In the region of 200 student societies with one of the widest range of student interest groups per capita of any students' union in the UK, incorporating award-winning student media.
- A growing volunteering programme, linking students to volunteering opportunities across the world, building their skills, networks and experiences while supporting wider society.
- A student voice team developing a network of volunteer representatives championing student academic and liberation interests across the University, the City and wider afield. We recruit, elect and train in the region of 500 student representatives each year, and generate research and data to inform policy in the Union, the University and national politics associated with students.
- A specialist student advice and support centre providing one to one support for over 500 students in the last academic year relating to academic appeals, exceptional circumstances and other areas of advice.
- Work with the University to support its Access and Participation Plan, including the development of a 'student expert panel' to ensure students with lived experience are at the heart of access and participation work.
- Consistently high rates of turnout for Union elections; annually achieving turnouts of up to 30% of students voting in recent years.
- Pioneering partnership work on mental health, working with Student Minds on a pilot programme looking at defining and developing the role that SUs can play in transforming the state of student mental health on campuses across the UK.

What we do

- A programme of large-scale events (up to 4,000 people) on and off campus for students, including live music, funfairs, cultural celebrations, comedy, formal dinners, awards ceremonies, an online events programme and much more.
- A series of licensed venues providing 150+ employment opportunities for student staff and a safe, engaging and fun environment for students to socialise in. In 2019 our venues hosted over 300 student-led events and became part of the NUS Best Bar None accreditation scheme's 100% club, promoting the responsible management of alcohol-licensed premises.
- A bustling coffee shop providing great food and one of the most unique and best value-for-money spaces for students on campus.
- All of this is supported by a brilliant central teams providing marketing, communications, health & safety, finance, HR, digital and facilities support across the whole organisation.

To see more on our achievements, impacts and financial performance please visit the [YUSU website](#).



About The University

YUSU forms a key element of the wider University of York community. 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 £750m campus expansion on Heslington East and an Estates Strategy in development to continue the development of world class facilities in the beautiful campus setting on the outskirts of York.

The University launched a new Strategy in 2021, articulating their commitment to being A University for Public Good. [The University Strategy 2030 is available here.](#)

For further information on the University [see our website.](#)



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 Wellbeing 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 student trustees (current students, elected by cross-campus ballot), and three external lay trustees recruited for their experience and expertise.

Our Commitment to You

Our people matter. We take support for our people really seriously, and pride ourselves in creating an environment where people enjoy coming to work. We offer a huge variety of roles that rely on a diverse range of skills and experiences to bring them to life. We invest heavily in learning and development opportunities, in welfare and wellbeing and in our staff benefits package. We are well on our way to becoming a Real Living Wage employer, we benchmark our permanent staff salaries regularly and we offer a whopping 38 day total leave package for all our full-time staff, with a company-wide closedown over the Christmas period. We believe flexible working benefits everyone, supporting wellbeing, performance and engagement and so we offer some of the most flexible working patterns you'll see anywhere.

We want to do better and we are investing time, money and resources into bringing our commitment to inclusion and diversity to life. We are building a culture on celebrating diversity, broadening our collective experience and making sure our organisation is representative. Our EDI working group, working collaboratively with student leaders, our EDI Lead and Senior Management know that being an inclusive place to work requires active effort, commitment and determination. Our priority is making sure that, if you care about what you do and want to provide the best experience possible for, with and by our students, we empower you to bring your full authentic self to work.

We listen. We run, and act on, regular staff engagement surveys and have an active staff representative forum that helps shape our approach to wellbeing, engagement, reward and recognition and our social impact. How does this play out for us? Our staff team told us that they wanted more flexibility in their work-life balance – we responded with one of the most flexible working time policies you'll find. Our team wanted to do more to make an impact on the world around us – we increased our volunteering leave entitlement to 3 days

Our Commitment to You

for all staff. We share news on both the little things that matter, and the more complex longer-term strategic plans on a regular basis.

We care. We have received a number of awards for our commitment to providing quality licensed spaces that have sustainability at the heart of our day-to-day operations. We have for the past 2 years received Gold status with Best Bar None (a nationally recognised licensed trade best practice scheme) and for the last several years achieved Excellent status with the NUS' Sustainability & Green Impact Programme. We are a part of our local community. We carefully consider our impact and partner with local charities on our sustainability initiatives and 'adopt' charities nominated by our student body to fundraise each year. We invest in a comprehensive Employee Assistance Programme and have a team of trained Mental Health First Aiders and access to a wide range of mental health support services should further help be needed.



How to Apply

All applications should be made via our [online application portal](#). To support an unbiased recruitment process, we do not accept CVs or covering letters for our positions.

All applications will be considered 'blind' (removing candidates' names and other identifying factors) and a shortlist of candidates will be invited for informal interview. We provide both online and in-person options for most interviews and will accommodate any further adjustments required by candidates.

All of our job adverts include dates for interview, but should you require further information, please contact hr@yusu.org.

Many thanks for your interest and good luck!

