

NUS HR Committee Member Recruitment

Voluntary Position

About NUS and NUS Charity

NUS and NUS Charity work side by side with a common purpose: **to make our education, and our world, better through the collective power of students.**



NUS – campaigning nationally to improve the lives of students and delivering tangible impact for the student movement.

www.nus.org.uk



NUS Charity – developing and championing strong students' unions through advice, guidance and crisis support. Connecting members and curating services. For members who trade, helping students' unions to make the most of their commercial enterprise income.

www.nusconnect.org.uk

NUS and NUS Charity share a membership that includes 95% of students' unions across the country. 2021-22 has been an extraordinary year for students and students' unions. With the return to campus, new free-speech legislation, the cost-of-living crisis, and increased loan repayments, we have had to tackle a lot of challenges, with many still on-going. Despite the challenges, we've pulled together and achieved some amazing things, and we want to share them with you.

The NUS family has been here with students and students' unions throughout the year and **we're proud of the positive impact NUS has had and the value NUS Charity has delivered.** [Read more about our impact and value in the last year here.](#)

We are seeking a new member of our HR subcommittee to support the work of both NUS and NUS Charity by overseeing their HR strategy and performance. If you have an enthusiasm for our work and a passion to harness our collective ambitions please read on!



About HR Committee Members

We are seeking **one** HR committee member to join us on a **two-year term**. The HR Committee is a subcommittee of the NUS and NUS Charity Boards with a responsibility for HR strategy across the two organisations. The committee consists of five members drawn from the NUS UK and NUS Charity Boards, plus two external members. You would be joining us as an external member bringing a particular focus and expertise in HR.

The HR Committee supports the work of NUS and NUS Charity by making sound human resource decisions and advise the Boards on appropriate courses of action in this area

The HR Committee considers, makes decisions and gives recommendations on a range of subjects. This includes strategic oversight and responsibility in the following areas:

- Staff Recruitment and Induction;
- Training and Development of Staff;
- The setting and monitoring of HR procedures and policies;
- Continuity planning;
- The organisation's staffing with Audit, Risk and Remuneration benefits for staff

Role Description

We see a combination of the below six areas as key to the success of the committee. We don't expect every member to cover each of these areas but we expected members to have an interest in all of these areas with specific expertise in one or two of them (explored further below.) A commitment to the shared values of NUS and NUS Charity is particularly important.

Being Effective Committee Members: Members will be expected to ensure the long-term viability of the organisation by ensuring organisational plans are effectively executed.

Support Change: NUS has arrived at a place of financial safety but not financial security. We need committee members who can support the growth of our services, membership and spot new opportunities.

Lead with Officers: The political times we are in now call for committee members who can share their expertise and support our Full Time Officers to navigate a changing landscape. The job often involves balancing how we react to change within the parameters of our plans.

Lead with Students' Unions: Students' unions are the members of NUS Charity. We are made legitimate by their support, financed by their affiliation, and democratically accountable to them. We want Members who are interested their work and can turn their mandate into action.

Support NUS Staff: NUS Charity will be working in a marketplace, changing services frequently, and constantly innovating and trying new things out. We want Members who can bring new ideas and insight from commercial, public, and charitable sectors, and point us toward new innovations as an umbrella body.

Upholding NUS's Values: We strive to be anti-oppressive through our actions, reflections, and learning. We champion students and students' unions and use their power to build a movement that shapes the future of education for the benefit of the wider community. We will be welcoming, compassionate and treat our colleagues, members and friends fairly and equally. We treat each other with respect without fail, promote diversity and seek out new partnerships.



We are seeking to recruit the widest possible pool of talent to the HR Committee. We're looking for applicants with a background or expertise in human resources, but more than that we want to speak to applicants who have one of or a mixture of the following skills:

- Relevant HR qualifications and accreditations
- Experience on a Subcommittee or Board of Directors/Trustees
- Experience at a senior level of HR management
- Understanding of organisational risk
- A collaborative approach and supportive nature
- Knowledge and experience of managing organisational change
- An excellent track record in supporting organisations to deliver positive outcomes on diversity, equality, and social justice
- Experience in interrogating performance data and designing ways to measure organisational effectiveness

We want a wide range of applicants with a diverse range of skills who share a common belief in the ability of students' unions to affect change. This is open to anyone who believes they can volunteer to take NUS Charity on the next steps of its journey.

We're totally committed to equality of opportunity for all. We welcome applications from individuals regardless of their age, disability, ethnicity, gender, race, religion, sexual orientation. We particularly welcome applications from black, asian and minority ethnic candidates, as they are currently under-represented as committee members and within the voluntary sector more broadly.

Responsibilities

Collectively the committee is expected to

- Act as a single body;
- Ensure the organisation has a clear strategy or set of goals;
- Ensure the work and goals of the organisation are in line with its stated vision
- Keep a check on the organisation's finances and activities;
- Act in accordance with the Nolan Committee's Seven Principles of Public Life; and
- Champion the values of our organisation.

NUS expects all committee members to read and agree to follow the terms:

- NUS [Code of Conduct](#);
- A confidentiality agreement; and
- A committee member agreement.

Time Commitment

Our committee members are required to attend approximately four meetings per year (usually online but some in person). This is in addition to the occasional away day, conference calls, attending Race Equity training and attendance at NUS events. Members will also be expected to set time aside for reading papers.



What you'll get out of it

Volunteering

Volunteering is a great way to give back and share the knowledge and expertise you have gained. NUS is a unique place to spend some time volunteering. Through the voices of 7million students we work to create a better world and support students to drive change.

Support

We value our committee members and seek to support them as volunteers. Feedback is a valued part of your experience and throughout your term you will be given opportunities to feedback on your experience. During your term any additional access needs or requirements will be supported.

Induction

We provide a comprehensive induction for board and committee members. In this induction we ensure that committee members understand the organisation's long term strategy and goals for the year ahead, are aware of the organisational risks and understand their responsibilities. The boards and committees also set out a plan for the year ahead on how they will work together, see the meetings working and ensure we receive value from their expertise.

Training

As part of our Equality, Diversity and Inclusion plan we also requesting that all Board members attend Race Equity training arranged by NUS.

Meeting others

This is a great opportunity to work with passionate, talented and experienced people from a diverse variety of backgrounds. This role will enable to you make great connections with student representatives, other trustees and colleagues which in turn will develop you as a person and in your career.

How to Apply

To apply for this position please email your CV and a Cover letter that outlines how your skills, experience and qualifications match the ambitions for the role set out in this pack.

The covering letter provides you with the opportunity to explain your motivation, as well as highlighting how your experience and achievements fit with the requirements of the role.

To apply please email your CV and covering letter to membership@nus.org.uk

Application closing date: 12pm 1 September 2022

If you would like an informal chat about the role ahead of applying with either the Chair of the Committee or Director of HR please let us know via email to membership@nus.org.uk

