JOB APPLICATION PACK

Graduate Engineering Engagement Programme, GEEP, EMPLOYER ENGAGEMENT MANAGER

(This is a fixed term position initially for 11 months, with a potential to extend)

Ref: 2021-2022 PTS/2
Dear Potential Candidate

Thank you for taking the time to consider this job opportunity.

We are able to offer an excellent opportunity to work with Windsor Fellowship on the programme delivery side of our business:

This application pack provides:
1. details of how to apply, accessing the online Equal Opportunities Monitoring Form, which once complete will give you access to the Application Form.
2. an overview of the work of the Windsor Fellowship
3. an overview of GEEP
4. the job description
5. the person specification

How to apply

1. Complete the online Equal Opportunities Monitoring Form.
   https://windsorfellowship.wufoo.com/forms/zz6huyr0mqz64z/

2. Once the Equal Opportunities Monitoring Form is submitted you will receive an email confirming receipt of the form and a link to the Application Form. See the details:-
   https://windsorfellowship.wufoo.com/forms/zp6a14e0jysv0g/

3. The Application Form has several questions including ‘Why are you applying for the role’. In no more than 1000 words explain how your skills and experience relate to the skills and experience detailed in the Job Description/Personal Specification and also explain why you would like to work for Windsor Fellowship.

4. You will also be asked to upload a recent copy of your CV.

5. For the interview you must produce the applicable document(s) to verify your Right to Work in the UK as detailed on Page 11.

More information about Equal Opportunities Monitoring and the Disability Declaration is given on page 14.

Note your application will be deemed incomplete if you do not submit the online monitoring form, application form and cv.

Closing date for applications - 27 September 2021, 12pm (noon)
Windsor Fellowship

The Windsor Fellowship designs and delivers innovative personal development and leadership programmes, which enable talent from diverse communities to be realised. We achieve this by partnering with leading organisations from the private and public sectors as well as developing relations with schools, universities and community groups throughout the UK. We have trained and supported over 19,000 young people to successfully navigate key milestones along their journey to education, employment, training goals to become confident, active role model citizens.

The main objectives underpinning our works are to:
1) Improve educational attainment levels
2) Strengthen community cohesion
3) Achieve a greater equality of employment outcomes

The purpose of our organisation as described in our governing document is to:
1) Improve academic achievement of young people
2) Encourage and enable them to take an active part in civic life in accordance with principles of good governance
3) Guide and assist them in exploiting their educational and employment options
4) Enhance their ability to secure and progress in employment opportunities focused around careers in industry, commerce professions.

www.windsor-fellowship.org

Benefits of working at the Windsor Fellowship:

- £38,000 per annum, pro-rata
- 3-day week (0.6 FTE)
- Group Pension Plan, combined minimum of 8% contribution
- Life Assurance
- 20 days annual leave, (pro-rata) including all public holidays and organisation close down throughout the Christmas and New Year holidays (by agreement)
Windsor Fellowship in partnership with the Royal Academy of Engineering are providing the Graduate Engineering Engagement Programme, GEEP. The GEEP is the Academy’s award-winning Programme to increase the transition of engineering graduates from diverse backgrounds into engineering employment.

A collaborative employer Programme, GEEP targets engineering undergraduates who are female or from socially disadvantaged or ethnic minority backgrounds with a focus on universities outside the Russell Group. The Programme provides students with the opportunity to engage with employers through a series of events and networking opportunities with a view to encouraging them to apply for engineering employment opportunities.

Over the last five years, more than 900 students have taken part in the programme; more than 90% of whom are from Black, Asian and Minority Ethnic (BAME) backgrounds.

The Academy works with the Association for Black and Minority Ethnic Engineers (AFBE-UK) and the Women’s Engineering Society (WES), who support GEEP recruitment by providing insightful speakers, mentors and much more.

https://www.raeng.org.uk/diversity-in-engineering/employers/graduate-engineering-engagement-programme
The Windsor Fellowship (WF) is a unique charitable organisation. We design and deliver innovative personal development and leadership programmes, which enables talent from diverse communities to be realised. We achieve this by partnering with leading organisations from the private and public sectors as well as developing relationships with schools, universities and community groups throughout the UK. To date we have trained and supported over 18,000 young people to successfully navigate key milestones along their educational journey.

Windsor Fellowship delivers a range of programmes, undertaken in partnership with specific organisations, one of which is The Royal Academy for Engineers’ Graduate Engineering Engagement Programme, (GEEP).

The Employer Engagement Manager will oversee the provision of employment opportunities for candidates participating in the GEEP programmes. The postholder is responsible for sourcing employment opportunities, promoting organisation participation, managing and delivering support to candidates, business partners and other organisations. The postholder has a key role in ensuring the delivery of the GEEP outcomes.

Main Responsibilities of the Post Holder:

- Manage the delivery of employer engagement including:
- Work with GEEP partners to ensure objectives are met
- Recruit and manage relationships with potential partners
- Recruit and manage Mentors from GEEP partners and oversee mentoring relationships
- Support the positive development and retention of client relationships, including Fellows and other partners
- Monitor and develop service delivery monitoring systems
- Ensure provision of structured support to Fellows and Employers
- Ensuring that contracts are carried out according to agreed terms
- Ensure that Fellows and Employers adhere to Windsor Fellowship policies and protocols
- Be an effective project manager, meeting and delivering specified objectives
- Carry out external promotion

1. Manage the delivery of Employee Engagement

a. To oversee and deliver employer engagement services to Fellows and provide best practice support for Employers

b. To oversee the administration of a system to monitor and appraise Employers and Fellows using WF employer engagement services
c. To work and liaise with Programmes Manager, Student Liaison Officer and Project Manager on delivery of objectives for individual Fellows and Employers

d. To ensure that GEEP outcomes are met within the relevant evaluation framework

e. To facilitate employer engagement training sessions as and when necessary

f. Identify upselling and cross selling opportunities

g. Prepare reports on project performance

h. To communicate with a range of audiences in an effective and confident manner

i. To manage all GEEP external relationships for which s/he is responsible for, ensuring effective and professional regular communication

2. Management, Internal Communication and Policies

a. To seek the support of the Programmes Manager as and when required and deputise for the Programmes Manager as and when required

b. To adhere to the agreed personnel policies of the Fellowship

c. To participate actively in the development and planning of the Windsor Fellowship, with colleagues through team reviews, training, team/staff and business planning days

d. To communicate effectively to colleagues within the Fellowship and involve them in the development of services

e. To work effectively with the Programmes Manager in all areas of work and activity

f. To update the team on his/ her work

3. Liaison and Support

a. To liaise with Employers, Partners and Fellows to maximise delivery of outcomes

b. To liaise with Business partners and Fellows ensuring appropriate relationship management

c. To ensure that all parties have clarity around expectations, roles and responsibilities

d. To create frameworks for feedback and produce reports as required
4. Recruitment, Marketing and Outreach

a. To co-ordinate and liaise implementation of the marketing strategy for GEEP, ensuring the widest promotion of the Programmes in the most resource efficient way

b. To actively participate in promotional/profile-raising events in the context of the recruitment process

c. To participate and co-ordinate in day-to-day aspects of recruitment, selection process and related events

d. To liaise with the Events Admin Co-ordinator regarding all external communication

5. Budgets and Finance

a. To manage costs/expenditure of agreed budgets working closely with Operations Manager

6. Administration

a. To work closely with the GEEP administration team to ensure all records are kept up to date

b. To ensure that documents/correspondence are properly recorded or filed utilising the office administrative systems

c. To work within the standardised systems for written documents and administrative organisation

d. To produce written materials that conform to the high standards expected by the Windsor Fellowship

e. To work in conjunction with the GEEP administrative team to deliver on the marketing and publicity strategy

f. To work in conjunction with the HEE administrative team to arrange insight session schedules

7. Seminar and Event organising

a. To ensure, in conjunction with the Student Liaison Officer(’s) and when necessary other GEEP team members that an annual programme of seminars and events is produced and confirmed at least three months ahead of the commencement of the year

b. To consult, in the preparation of the content of information packs, with the GEEP team.
c. Working with the Events Administration Coordinator to ensure that all appropriate information is sent to the relevant stakeholders sufficiently in advance to ensure participation in insight sessions and events.

d. Working with the Events Administration Coordinator to ensure that the sourcing of venues for insight sessions and other events are within budget and working towards confirming venues a year in advance.

8. Corporate Policies, Work Ethic and Representing the Organisation

a. To share the stated values and views of the Windsor Fellowship

b. To adhere to the staff policies, procedures and code of conduct

c. To adhere to WF protocol ensuring that GEEP external correspondence meets the professional standard required by the Fellowship

d. To carry out the duties of the post internally and externally in a professional, courteous and considerate manner.

e. To represent the Client and Windsor Fellowship effectively to all stakeholders

9. Additional Duties

a. To support members of the GEEP team and other WF staff, as and when necessary

b. To work outside contractual office hours as and when work requires.

10. Personal Development and Training

a. To produce his/her own personal performance and development plans, with clear objectives and targets to be agreed by the Programme Manager
**PERSON SPECIFICATION:** Employer Engagement Manager

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<th>Criteria</th>
<th>Essential/Desirable</th>
<th>Assessment</th>
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<tr>
<td>Education/ Training</td>
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<td>• To be educated to a minimum of degree level or equivalent in STEMM and/or a business-related field</td>
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<td>• A willingness to undertake further training</td>
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<td>Knowledge/Understanding</td>
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<td>• To share the values and ethos of the Windsor Fellowship</td>
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<td>• To understand the aims and values of the Windsor Fellowship</td>
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<td>• To have an awareness of equalities and diversity issues</td>
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<td>Experience</td>
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<td>• To have working knowledge of Microsoft Office 365 and CRM/project management software</td>
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<td>• 5+ years’ stakeholder engagement experience, of which 18 months must be consecutive</td>
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<td>• Experience in sales or customer services or stakeholder management</td>
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<td>• Understanding of graduate recruitment, higher education institutions and policies</td>
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<td>Skills and Abilities</td>
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<td>• To have effective people management skills</td>
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<td>• To have a positive demeanour and a professional attitude to all stakeholders</td>
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<td>A/I</td>
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<td>• To have an ability to plan his/her work effectively, meeting targets and deadlines</td>
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<td>• To have a high level of literacy and numeracy skills to the level of producing clear and precise written material</td>
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<td>• To understand training frameworks, evaluation, monitoring and quality control</td>
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<td>• To be able to communicate with a range of audiences effectively</td>
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• To have the ability to manage projects meeting outputs and outcomes

• To have good interpersonal skills able to build relationships and be an effective team player

• To have an awareness of areas for personal development and a willingness to develop those of others

• To have a positive demeanour and a professional attitude to all stakeholders

• To have a flexible attitude to working hours and adapt to changing circumstances

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D - Desirable
E - Essential

**This job description is not definitive or restrictive and will be subject to periodic review**
The Right to Work in the UK

The law on preventing illegal working is set out in the Immigration (Restrictions on Employment and residential Accommodation) (Prescribed Requirements and Codes of Practice) and Licensing Act 2003 (Personal Premises and License) (Forms) Order 2021, which describes the list of acceptable documents that can be presented to prove a right to work as from 1 July 2021.

When attending interview we ask that you bring with you the original(s) of the document(s) detailed in one section only of either list A or B on the below 'Proof of Entitlement to Work'.

Proof of Entitlement to Work

List A – acceptable documents to establish a continuous statutory excuse

1. A passport (current or expired) showing the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the UK and Colonies having the right of abode in the UK.
2. A passport or passport card (current or expired) showing that the holder is a national of the Republic of Ireland.
3. A current document issued by the Home Office to a family member of an EEA or Swiss citizen, and which indicates that the holder is permitted to stay in the United Kingdom indefinitely.
4. A document issued by the Bailiwick of Jersey, the Bailiwick of Guernsey or the Isle of Man, which has been verified as valid by the Home Office Employer Checking Service, showing that the holder has been granted unlimited leave to enter or remain under Appendix EU to the Jersey Immigration Rules, Appendix EU to the Immigration (Bailiwick of Guernsey) Rules 2008 or Appendix EU to the Isle of Man Immigration Rules.
5. A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK.
6. A current passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK.
7. A current Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK, together with an official document giving the person’s permanent National Insurance number and their name issued by a government agency or a previous employer.
8. A birth or adoption certificate issued in the UK, together with an official document giving the person’s permanent National Insurance number and their name issued by a government agency or a previous employer.
9. A birth or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, together with an official document giving the person’s permanent National Insurance number and their name issued by a government agency or a previous employer.
Insurance number and their name issued by a government agency or a previous employer.

10. A certificate of registration or naturalisation as a British citizen, together with an official document giving the person’s permanent National Insurance number and their name issued by a government agency or a previous employer.

**List B Group 1 – documents where a time-limited statutory excuse lasts until the expiry date of leave**

1. A current passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to do the type of work in question.
2. A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the UK and is allowed to do the work in question.
3. A current document issued by the Home Office to a family member of an EEA or Swiss citizen, and which indicates that the holder is permitted to stay in the United Kingdom for a time limited period and to do the type of work in question.
4. A document issued by the Bailiwick of Jersey, the Bailiwick of Guernsey or the Isle of Man, which has been verified as valid by the Home Office Employer Checking Service, showing that the holder has been granted limited leave to enter or remain under Appendix EU to the Jersey Immigration Rules, Appendix EU to the Immigration (Bailiwick of Guernsey) Rules 2008 or Appendix EU to the Isle of Man Immigration Rules.
5. A document issued by the Bailiwick of Jersey or the Bailiwick of Guernsey, which has been verified as valid by the Home Office Employer Checking Service, showing that the holder has made an application for leave to enter or remain under Appendix EU to the Jersey Immigration Rules or Appendix EU to the Immigration (Bailiwick of Guernsey) Rules 2008, on or before 30 June 2021.
6. A frontier worker permit issued under regulation 8 of the Citizens’ Rights (Frontier Workers) (EU Exit) Regulations 2020.
7. A current Immigration Status Document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person may stay in the UK, and is allowed to do the type of work in question, together with an official document giving the person’s permanent National Insurance number and their name issued by a government agency or a previous employer.

**List B Group 2 – documents where a time-limited statutory excuse lasts for six months**

1. A document issued by the Home Office showing that the holder has made an application for leave to enter or remain under Appendix EU to the immigration rules (known as the EU Settlement Scheme) on or before 30 June 2021 together with a Positive Verification Notice from the Home Office Employer Checking Service.
2. A document issued by the Bailiwick of Jersey or the Bailiwick of Guernsey showing that the holder has made an application for leave to enter or remain under Appendix
EU to the Jersey Immigration Rules or Appendix EU to the Immigration (Bailiwick of Guernsey) Rules 2008 on or before 30 June 2021 together with a Positive Verification Notice from the Home Office Employer Checking Service.

3. An Application Registration Card issued by the Home Office stating that the holder is permitted to take the employment in question, together with a Positive Verification Notice from the Home Office Employer Checking Service.

4. A Positive Verification Notice issued by the Home Office Employer Checking Service to the employer or prospective employer, which indicates that the named person may stay in the UK and is permitted to do the work in question.
**Equal Opportunities Policy**

We are an equal opportunity employer.

We have a policy to ensure no job applicant or employee receives less favourable treatment on the grounds of, sex, disability, marital status, civil partnership, colour, race, ethnic origin, age, nationality, religion, religious belief (or lack of belief), sexual orientation, gender orientation, gender re-assignment or is disadvantaged by conditions or requirements that cannot be shown by us to be justifiable.

We actively encourage applications from people with disabilities. If you have a disability and claim a guaranteed interview, then you only need to meet the minimum qualifying criteria for the job you have applied for at the application and selection testing stages of the recruitment process. You will then automatically be invited to the final stage.

We frequently review selection criteria and procedures to ensure that individuals are selected, promoted and treated on the basis of their relevant merits.

All our employees are given equality of opportunity and are encouraged to progress within the organisation.

We are committed to an ongoing programme of action to make this policy fully effective.

To ensure this policy is fully and fairly implemented and monitored and for no other reason, please complete and submit the online Equal Opportunity Monitoring Form.

**Disability Disclosure**  
(Please read guidance note below)

The Equality Act 2010 is designed to help make sure that disabled people have a fair chance of getting into and staying in employment. If you tell us you are disabled, we will make reasonable adjustments to the selection process and the working arrangements for this post, wherever possible. Please provide any information that you wish us to be aware of at this stage of the recruitment. This section will be passed to a member of the HR team, who will contact you if you are short listed to discuss the information you have provided.

1. Do you consider yourself to be a disabled person? (Please read note below*):
2. Do you meet the Equality Act 2010 definition of a disabled person? (Please read note below**)
3. If your answer is “yes” to either of the above questions, do you wish to apply under the Guaranteed Interview Scheme?
4. Do you require any adjustments to the selection process, including the interview? Please give details:
5. If you were appointed to this post, would you require any adjustments to the working arrangements or practices? Please give details:
**Guidance**

**Definition of Disability***:

A disabled person is someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person’s ability to carry out normal day-to-day activities.

The *Equality Act 2010*** states that a person has a disability if she or he has a physical or mental impairment, which has a substantial and long-term adverse effect on her or his ability to carry out normal day-to-day activities. Included in this definition are the following:

- Physical impairments (including asthma, diabetes, epilepsy etc)
- Mental impairments relating to mental functioning, including learning difficulties and mental health issues which are clinically well recognised
- Sensory impairments such as hearing impairment or visual impairment (not corrected by glasses)
- Progressive conditions such as cancer, multiple sclerosis, muscular dystrophy or HIV infection
- People who have had an impairment in the past but have since recovered such as cancer, mental health issues