



Liverpool
Guild of
Students

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Liverpool Guild of Students
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We're Hiring

Societies Coordinator
December 2024



**Tricia
O'Neill**

Guild CEO

“ Thank you for your interest in joining us here at Liverpool Guild of Students.

As a students' union, we are committed to offering excellent opportunities, services and facilities for all 28,000 students at the University of Liverpool. We make sure that our members have the best experience, become equipped to change the world and are proud of their Guild, aiming to be one of the leading Students' Unions in the UK. This is an exciting time for us as we return to our campus in the Post Covid environment.

We are very proud of our achievements over the last few years and how our staff team and members came together to adapt carry on the Guilds work. We are also in the 4th year of a 5 year strategic plan, and are excited to welcome new and talented people to help us meet our development goals. This is a fantastic opportunity to work in a vibrant and ever-changing environment, alongside a team of amazing people who are truly dedicated to improving the student experience. Enjoy reading more about us in this pack, and I wish you the best of luck with your application.

”

About us

We're Liverpool Guild of Students, the award-winning Students' Union for the University of Liverpool. Our job is to create a home for each of the 28,000 students during their time here, ensuring each student gets the most out of student life beyond their degree.

We like to think of ourselves as home for opportunities - whether that be through joining one of our 200+ societies, taking part in volunteering, coming to a pub quiz or tucking into one of our ever-famous burritos. Each student becomes a member of the Guild as soon as they join the University, and being part of our staff team means looking forward to seeing what opportunities students embark on and achieve every year.

Our strategy

What is the Guild For? (Our Mission)

We will offer excellent opportunities, services and facilities which improve, enrich and develop the lives of all students at the University of Liverpool, from application to graduation.

Where are we going? (Our Vision)

We will ensure that our members have the best experience, be equipped to change the world and be proud of their Guild. We will be one of the leading Students' Unions in the UK.

To do this, we promise to:

- Support our members
- Invest in our spaces
- Ensure all members benefit from the Guild
- Put members at the heart of decision making

To help us keep our promises and continue to deliver a great experience for our members, we invest in the following four key areas:

- People
- Equality, Diversity and Inclusion
- Communications
- Digital and IT

How we're run

We're run by students, for students, and with students.

This is at the heart of everything we do, and our democracy structure is designed to give every student the chance to have their say and shape their university experience.

We're the key link to the University, representing the voice of 28,000 students and helping to improve the quality of their education. If something needs to change, we'll help them to make it happen.

Funding

We receive most of our funding from the University of Liverpool. We get this each year in the form of a block grant. We also raise funds through trading (bars, the shop and Starbucks) and a small amount from donations and other grants. As a charity, we do not generate profits to pay to shareholders - every penny that is made is reinvested back into the organisation.

Trustee Board

Our Board of Trustees is made up of four full time student representative officers, 4 student trustees and 4 external trustees. The Board has overall responsibility for the management and administration of the Guild, fulfilling this by setting the overall strategic direction and directly managing the Chief Executive.

Staff Structure

We currently employ circa 70 salaried staff to provide services for our members, as well as approximately 120+ student staff. The Senior Leadership consists of three Department Directors and the Chief Executive.

Our elected leaders

Every year, students are given the chance to vote for, and stand to be one of, the four Student Officers who run our organisation. They lead the political and campaigning direction of the Guild and help ensure that our priorities are aligned to students' needs.

Our Student Officers 2024-2025 are:



Rowan Bradbury
Guild President



Othman Ibrahim
Vice President



Holly Thompson
Vice President



Jitendra Inturi
Deputy President



Our Values

Representative & Involving:

Our members lead us and are involved in shaping their own experience at every level.

Fun & Friendly:

Everyone is welcomed here and we create a home away from home for all our members.

Sustainable:

We've been here for over 100 years. We'll be here for hundreds more by being ethically, environmentally and financially sustainable.

Professional & Responsible:

We are inclusive, informative, respectful, human and inspiring.

Innovative & Agile:

We are responsive to new ideas.

Amibitous:

Everything we provide is the high quality our members deserve.



Working With us

Where we work

Our building sits right in the heart of campus, at 160 Mount Pleasant. If coming to work with us would mean relocating, you can find out more about Liverpool by visiting www.visitliverpool.com but take it from us, it's an amazing city to live and work in.

Diversity and inclusion

We're committed to ensuring our workforce reflects the diversity of the world and community we're based in. We positively encourage applications from all individuals irrespective of their gender, age, home country, ethnic background, sexuality, religious beliefs or disabilities.

Benefit

If working here wasn't good enough in itself, we also offer a wide selection of benefits.

Holidays

We offer 30 days annual leave, plus bank holidays. In addition to this, we also offer six discretionary days, four days at Christmas and two days at Easter. We also provide the option to buy additional annual leave of up to ten days per annual leave year.

Discounts, Discounts, Discounts

You can join the University Perks at Work discount scheme, which offers exclusive deals and discounts at your high street favourites, restaurants, cinemas, holidays and many more. You can also purchase a Totum Card and download the Totum App for further discounts and offers, and enjoy keeping fit for less with a discounted membership at the University gym.

Events & Socials

From our annual Christmas party to free Mountford Hall gig tickets and socials organised by your Staff Representatives throughout the year, there's opportunities to mix with colleagues outside of the working day.

Learning and Development

If you're keen to further your skills, knowledge and experience, we provide a range of ways you can boost your personal development. There's money in the pot to invest in you.

Volunteering

Make the most of the opportunity to give something back with five paid days for volunteering leave.

Flexible Working

You can request to work more flexible hours to suit your lifestyle.

Car Parking

If you travel to work by car, you can make use of the various car parks in close proximity to our building which can be accessed at the swipe of your University staff card.

Employee Assistance Programme (EAP)

Access the EAP and get extra support as and when you need it. Ran in conjunction with the University of Liverpool, the EAP offers confidential counselling and information to support staff with personal or work-related issues which may be affecting your health, wellbeing or performance.

Occupational Sick Pay

Employees with over six months service are eligible for occupational sick pay, in line with our attendance procedure.

Salary Sacrifice Scheme

Trade in part of your salary for a non-cash benefit via the Childcare Voucher or Cycle to Work scheme – giving a little bit can go a long way.

Pension Scheme

You can put it away for a rainy day by entering our pension scheme.

83% of our employees would wholeheartedly recommend the Guild as a great place to work.



"When I started at the Guild in 2005, my line manager told me "no two days will be the same", this is very accurate! The Guild is a fast-moving organisation which strives to do its best to create opportunities for its staff team.

The Guild has supported me through my professional qualifications, financially, but more importantly endless encouragement. I have grown in many ways; the Guild has helped me carve out a career and find my voice."

Angela Thomas, Finance Manager. Employed since May 2005.



Since starting my journey as a Student Staff member, the Guild has offered opportunities to develop my skills and grow professionally. I have benefited from a range of training not only role specific but also in wider transferable skills.

Always striking a great work-life balance, the Guild is a supportive and friendly environment to work in – in which no two days are the same.

But at the heart of the organisation is the dynamic staff team; ready to push your skill set, challenge your thinking or just have a chat about in the staff kitchen.

plus, the free tea and coffee helps!

Alex Jones, Content Marketing Manager Employed since Nov 2016.

Equality Diversity & Inclusion

Liverpool Guild Equality, Diversity and Inclusion Plan

We will ensure all of our students and staff feel they belong and find their place in our diverse and inclusive community.

Ensuring our staff and members all feel equally supported, welcomed and included and that the Guild proactively seeks to remove barriers to participation across all of its activities and areas of work and that our staff team more closely reflects our community.

Goals

Our vision for EDI Excellence will be achieved by delivering the following goals:

1. Developing our team and making sure all of our Ethnically Diverse staff feel supported.
2. Consistent good EDI practice across all areas of the Guild
3. Increasing diversity in our staff teams
4. Broadening the student offer

More details about how we plan to deliver each of these goals can be found on our website <https://www.liverpoolguild.org/about/mission-vision-values/equality-diversity-and-inclusion-excellence-plan>

Guaranteed Interview Scheme

The Guaranteed Interview Scheme for Ethnically Diverse Candidates at Liverpool Guild of Students is committed to the principles of equality of opportunity. We annually review racial diversity within our workforce and it is a key priority for us to improve racial and ethnic diversity amongst our workforce, and as such we particularly welcome applications from ethnically diverse candidates and have introduced a guaranteed interview scheme. We recognise that applicants from ethnically diverse backgrounds may have experienced additional barriers when applying for new roles.

Therefore, we are taking positive action to address an under-representation within our organisation. If you meet the minimum criteria (at least 80% of the 'essential' criteria in the person specification) and are from an ethnically diverse background, you'll be guaranteed an interview. If you are an ethnically diverse applicant and would like to be considered under our guaranteed interview scheme, you must indicate this by selecting the relevant box on the Equality and Diversity Monitoring Form. If you do not select this box, your application will be considered alongside all other applications. It is important to note that this scheme only guarantees an interview for ethnically diverse applicants who meet the minimum criteria. The selection decision at interview will be based on the most suitable candidate, regardless of background or protected characteristic.



More details about our Equality, Diversity and Inclusion Excellence Plan including how we plan to deliver and Key Performance Indicator's for this project can be found on our website:

<https://www.liverpoolguild.org/about/mission-vision-values/equality-diversity-and-inclusion-excellence-plan>

Job Profile

Liverpool Guild of Students supports students through advice, lobbying and a range of extra-curricular activities. We want to make students' university experience the best it can be.

Liverpool Guild of Students is student-led charity and every student at the University of Liverpool is a member. We actively listen to our members and their contributions guide and shape our policies. We lobby and encourage students to take a lead in their university experience. The successful applicant will play a key role in this work, ensuring that the students' experience is at the heart of everything the university does.

It is a very exciting time at the Guild; we're established in a fantastic building, developing a new strategic plan and seeing our democratic structures and student engagement grow from strength-to-strength. The post holder will join our team of Society Coordinators to provide excellent guidance and support to students. We are seeking to appoint an individual with highly developed organisational and communication skills with a passion for inspiring and supporting volunteers, whilst working collaboratively as part of the Societies & Volunteering team.

The successful applicant will have an excellent opportunity to progress student activity, whilst enhancing the work of the Membership Services Department. For the successful candidate, this presents an excellent opportunity to work in a forward-thinking organisation, embarking upon a period of significant development.

The Guild is committed to ensuring all students can participate in our activities and services, and benefit from involvement in the Guild. We recognise that some of our members face barriers that others do not, and we seek to address and remove these barriers where they exist. In this role, this commitment to equality, diversity and inclusion, includes a specific focus on facilitating and supporting our student societies, enabling them to be welcoming and inclusive.

If you would like to discuss any aspect of the role or the Guild further, please contact Hannah Fowler, Societies & Volunteering Manager, on 0151 794 4708 or email hfowler@liv.ac.uk.

About The Role

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Societies Coordinator

Job Title:	Societies Coordinator
Responsible to:	Societies & Volunteering Manager
Salary:	£24,256 (point 3 on the Guild's pay grading and banding structure) Our
Job Purpose:	Societies Coordinator works within our Student Activities Team, a key part of the Liverpool Guild's Membership Services Department, offer high quality support and guidance to students involved in societies.

Duties and Responsibilities

- **Supporting Student Activity**

The post holder shall:

- Implement sound structures to deliver high quality support for students involved in our societies
-
- Offer guidance and assistance to the students involved in societies, with particular reference to encouraging high standards of performance, safety and participation
- Provide executive support to the work of societies including, but not limited to, managing finances, room bookings, as well as supporting their events
- To support in the running of other events that are relevant to our societies
- To work with the other Society Coordinators to develop and implement Guild events and festivals of activity
-
- Work with the Student Activities team and other relevant groups, to recognise the work of members involved in activities
- Work with the Membership Services Department to develop and implement the department's plan
- Work with relevant staff on the promotion of Membership Services and its activities
- Maintain positive and close working relationships with the University and external partners to raise the profile of the Guild
- To identify any links our societies have with other groups or external partners and support and develop these appropriately
- To ensure that volunteers are supported and developed to ensure an effective service is provided to our volunteers

- Inspire and support student volunteers on society committees, ensuring that high standards of activity and personal development are available.

- **Training and Development**

The post holder shall:

- Assist the department with the development and delivery of relevant training for members involved in student activities
- Develop and maintain involvement in appropriate national and local development programs and liaison groups.

- **Community Engagement**

The post holder shall:

- Support societies to further their outreach work and support our schools' projects
- Work with other student organisations within the city, collaborating on opportunities wherever possible which will support our groups

- **Representation**

The post holder shall:

- Provide assistance and support to elected officers in their lobbying and representational roles, including delivering briefings for meetings, research into issues and developing campaigns.
- Link local and national trends within student activity with the lobbying work of the Guild elected officers.
- Maintain an up-to-date knowledge of issues affecting the Higher Education sector and local agendas.
- Work with the Guild's Senior Management Team and other staff members on policy matters.
- Develop and maintain effective relationships with relevant university staff in order to progress and promote the work of the Guild.

- **Managing resources**

The post holder shall:

- Monitor the society accounts, including supporting our Spend It system, and regularly reporting on society spending
- To assist the societies with the production of budgets and provide ongoing monitoring and support of their accounts

- To assist the relevant societies with ongoing maintenance of their various facilities and equipment, by keeping the society inventory up to date
- Authorise purchases and payments as appropriate, within agreed budgetary constraints.
- Support societies should they seek external sponsorship/ funding for student activities

Health, Safety and Hygiene

The post holder shall:

- Work in a safe manner, seeking to minimise hazards to ensure the safety of other staff and students, and report all safety hazards immediately.
- Ensure that all health and safety, fire and building regulations and procedures are complied with.
- Ensure all student activity is undertaken within a safety framework.

- **Other**

The post holder shall:

- Compile reports and manage records as required, including being responsible for the administration of relevant Guild databases.
- Be present at, and assist in the running of, Welcome Fairs and Open Days
- To ensure that personal knowledge and skills are updated to ensure effectiveness in meeting work objectives
- To maintain an up to date awareness of trends and developments related to our societies and assist them in developing their activity including making recommendations for change
- Attend meetings and training events as required
- Comply with Guild policies and procedures at all times and comply with and promote the environmental and sustainability procedures within the Guild
- Contribute to the positive and professional image of the Guild and not act in such manner as to bring the Guild into disrepute.
- Undertake any other duties appropriate for the grade and responsibilities of the post that may from time to time be reasonably requested.
- Have a flexible approach to duties and work and, in particular, adopt a team work style with departments and activities across the Guild. This will involve undertaking duties in support of the activities and services of other departments
- To ensure the service is accessible for all members and meets the needs of the Guilds' diverse membership

Notes

The minimum working week for the post is 35 hours. The post-holder will be required to work at least one evening per week, during term time, as part of their 35 hours in order to support societies' activity.

However, as we work with students who frequently need support at their events and meetings, actual working hours may exceed this total and will involve regular evening and weekend work. This is considered part of the contract and reflected in the grading for the post. Time off in lieu will be given for hours worked over 35 a week.

The job description is current at December 2024 and will be reviewed annually. It outlines the main duties of the position and is designed for the benefit of both the post holder and the Guild in understanding the prime functions of the post. It should not be regarded as exclusive or exhaustive.

In particular, given the grading and nature of the post, the responsibilities of the post holder may well change from time to time. The post holder may, from time to time, be required to be based at and/or work from any University of Liverpool site.

Management has the right to vary the duties and responsibilities after consultation with you.

Signed.....

Name.....

Date.....

Person Specification

Criteria	Essential	Disirable
Experience		
Experience of project development and management	*	
Experience of working with, or as part of, student societies or other volunteering groups	*	
Experience of supporting and enabling volunteers		*
Experience of delivering training		*
Knowledge		
Knowledge of the higher education and/ or students unions sector	*	
Skills		
Ability to work collaboratively as part of a team	*	
Independent and self-reliant, being able to work without close supervision	*	
Excellent organisational and prioritisation skills, particularly when managing a high volume of tasks	*	
Excellent verbal and written communication skills	*	
Good level of computer skills, including a knowledge of Microsoft Office packages and databases	*	
Innovative approach to problem solving informed by the Guild's values	*	
Aptitudes		
Flexible and hard-working with a proactive work style	*	
Approachable nature, with the ability to relate to a variety of audiences in an appropriate manner	*	
Constantly striving to offer excellent, quality customer service	*	
A commitment to the principles and practices of equal opportunities	*	
A commitment to working in a democratic, student-led environment	*	
A commitment to student development and to promoting a leaning culture	*	
Tactful and diplomatic with an assertive nature	*	

How to Apply

Please apply using the apply now button on Staff Savvy If you have any questions about the application process please email: guildjobs@liverpool.ac.uk

For an informal conversation about this opportunity, please contact:

[Hannah Fowler, Societies & Volunteering Manager on 0151 794 6868 or email at](#)

hfowler@liverpool.ac.uk

Key Dates

You will need to be available for interview on the date listed below if you are shortlisted:

Closing date for applications: Thursday 16th January at 9am

Interviews: Tuesday 28th January 2025

