

Introduction for PSLT

The Exeter Professional initiative is a product of the (new) People Development Directors Group, membership consisting of Director level representatives from across Professional Services, Heads of all three Development Services (Academic, Researcher and People), Head of Organisational Development and with Academic Leader representation, chaired by Astrid Wissenburg.

The group agreed to create a home for all development activities aimed at Professional Services (PS) staff based on the success of The Exeter Academic model.

Since proposing the Exeter Professional we have identified a need to:

- a) review membership
- b) look at how workload models for PS staff might be addressed
- c) Explore how career progression for PS staff might be better identified using criteria like Exeter Academic and better understand the recognition of contributions of research and education activities as part of team working across professional and academic teams
- d) Agree prioritised need for University wide PD training and development needs (Covid-19 facing)

The Exeter Professional – Terms of Reference proposals

Description

A consultative group to consider People Development proposals from Service Directors and Directors of College Operations along with actions and outputs from the People Development Directors Group and Professional Services Strategy.

The group will report to the People Development Directors Group.

Purpose of group

To provide representation (and therefore voice) for the career progression and development pathways for all colleagues in Professional Services.

Achieving our purpose

1. Identifying, and finding solutions to, barriers impacting on '*Making the Exceptional Happen*'.
2. Stepping above the detail to horizon scan, ensuring that the University is ready to grasp opportunities in order to achieve excellence through Professional Services careers.
3. Ensuring that the development and career pathways available to Professional Services supports the mission of the University and is in line with our University Values with a focus on our commitment to Inclusion and Equality for all.
4. Offer a route to deliver 'agile' development activity in response to need and Project Future Work

Goals (two years from 2020/21)

1. Define the range of career pathways in different Professions and provide examples for each, linking to development opportunities that are accessible, flexible, relevant and up to date.
2. Identify ways to improve movement between Professions and support this through development and other activities.
3. Deliver an annual work plan that supports University Sovereign Strategies (Research, Education, and Global).
4. Steer policy that offers a more holistic view of the complete spectrum of Professional Services careers and development.
5. Ensure representation across Professional Services Homes, occupations, and seniority levels. It will be very much a 'Professional Services led' group that is strategic in nature.
6. Respond to 'in year' development needs in an agile manner linking into Project Future Work

We will do this by:

1. Ensuring we are made up of members of the diverse Professional Services community of which we are a part.
2. An annual programme of work agreed (in advance) by the People Development Directors Group, which supports and enables all staff groups to flourish.
3. Having a focus on Leadership as a key skill needed amongst all Professional Services staff.
4. Delegating activity in the workplan to specialist services to deliver as part of their normal programme of work; we will not get tied down in the detail or 'do' the work ourselves.
5. Ensuring work forms part of our People Strategy.
6. Linking to our University Values, with a focus on inclusion and equality for all.

7. Seeking feedback by regularly asking Professional Services colleagues what is getting in the way of them achieving excellence. Utilising tools such as Employee Engagement Survey data.
8. Consulting PSLT about Director-level activity and decisions

Membership

Confirmed members

Chair: Astrid Wissenburg

Christian Carter, Clive Betts and Jon Cresswell (PD)

Holly Hellier (HRBP)

Nina Sidney-Wicks and Emma McArdle (CIOSS)

Dr Katherine Lloyd Clark (Student Access, Recruitment & Admissions)

Joe Wall (Finance)

Chris Lindsay (Compliance, Governance and Risk)

Fiona Kugele (PPBI)

Rob Hart (IT)

Kate Ellis (RS/DC/IIB)

John Bruun (Inclusivity Group)

Nick Chavasse (UCU)

Cat Rocks (Unison)

Rachael Cameron (Secretary to the group)