

CANDIDATE INFORMATION

ASSOCIATE DIRECTOR OF FUNDRAISING

Constellate
GLOBAL TALENT



**UNIVERSITY OF
BIRMINGHAM**

A WARM WELCOME

People are at the heart of everything we do, whether they are the students we support through scholarships, the researchers we help to take their ideas further and faster, or the exceptional colleagues we get to work with every day. Which is a good thing, given that a phrase you frequently hear in teams like ours is that “people give to people”.

We have all heard of times for colleagues (rivals? frenemies?!) when the “stars have aligned” or “everything fell into place” – well, trust me, for the right candidate this is one of those times. I firmly believe that you can make your own luck, and one fortunate soul is going to prove me right. If you are an established leader, a fundraiser with great instincts, and someone your current colleagues will agonise over how best to replace, then this is your lucky day. Birmingham in Action is on the home straight, accelerating towards the finishing line turbocharged by our 125th Anniversary; frankly, now we’re at the exciting part. It’s time to take these fantastic projects, these investment opportunities – in cancer, youth mental health, our environment, scholarships and so much more – to potential donors and volunteers, in Birmingham, London, and beyond, and ask people to join us as the University seeks to address these global challenges. The prospect pool is warm, with donors and six- and seven-figure gifts, prospects at eight-figures, but also with plenty of potential for development. This is **your** moment.

Like me, I imagine you are attracted by the scale of the ambition, the excellence of the campaign presentation, and the fantastic opportunity that working for a large, civic University with over 400,000 alumni around the world offers. As well you should be! Birmingham in Action will be one of the best campaigns to work on, one of the largest in the modern history of UK Higher Education, and you will play a vital part in securing our ambitious yet achievable objectives.

Our team members are passionate, creative, and ambitious individuals who are dedicated to our work, as well as to supporting each other. We are determined to welcome a diverse group of colleagues into our team to represent the student body we support, the alumni constituency we engage with, and the city in which we thrive. If you want to make an impact, take on a new challenge, and work alongside a talented, supportive and dynamic gang then this is the role for you. I see this as an opportunity for someone to make their mark both at the University of Birmingham and within their career. Hopefully you see the possibilities that I do, and will consider joining us; we’re ready to welcome you, to stretch you, and to give you every opportunity to flourish.

What are you waiting for?



A handwritten signature in black ink, appearing to read 'Gavin Maggs'.

Gavin Maggs
Director of Development & Alumni Relations



UNIVERSITY OF
BIRMINGHAM

Constellate

GLOBAL TALENT

THE OPPORTUNITY

There is no better time to join our globally renowned university and lead a successful fundraising programme with endless potential. As **Associate Director of Fundraising**, you will coach, nurture and challenge a team of experienced fundraisers and raise significant gifts from your own established portfolio. You will help shape the direction of the Major Gifts, Legacy and Donor Experience programmes, working at the most senior levels across campus to build networks and relationships with key University and academic stakeholders. Your work will help ensure that we deliver our £600m campaign, Birmingham in Action, which aims to transform lives for our generation and the next, by tackling some of the world's greatest challenges, today.

The research and teaching we do here is critical, hugely diverse, and interdisciplinary. We are addressing contemporary challenges such as global health, the climate crisis, AI, and the UN Sustainable Development Goals – such as Gender Equality, Clean Water and Sanitation, Sustainable Cities and Quality Education. Birmingham is a civic university, working on cultural, societal, and economic issues in our city, region, and nationally, in areas such as Youth Mental Health, the Circular Economy, and effective utilisation of Health and Genomics Data.

In this role, you will lead and mentor a team of 16 working to maximise funding for key University and campaign priorities. You will drive an innovative fundraising strategy and performance, fostering a motivating team environment that ensures support and professional growth.

Managing your own relationships with prospects and donors, you will personally secure significant gifts from a strong, growing portfolio. Your leadership will extend across campus, delivering an institution-wide approach to fundraising whilst building strong relationships and trust with University leaders and academics.



You will lead the relationships with the Heads of College for the College of Medicine and Health (CMH) and the College of Arts and Law (CAL), ensuring that the fundraising asks across Development and Alumni Relations align with College priorities. As a key member of the Development and Alumni Relations Office's (DARO) Senior Leadership team, you will contribute to shaping the strategic direction of fundraising efforts, working closely with fellow Associate Directors to elevate our campaign to new heights.

It is an exciting time to join us as the University celebrates its 125th Anniversary this year – a time of celebration and opportunity. You will be working on some of the most interesting gift opportunities, leading a terrific team. We will be working towards closing the campaign on a high, raising more philanthropic income for the University than ever before, along with volunteer numbers that are extraordinary. You will play a key part in this as well as planning for our next ambitious campaign. This is an exciting, career-defining opportunity for someone who wants to make their mark at leadership level in higher education fundraising.

ABOUT US

Obviously, the best way to get a feel for the culture of our office is to speak to a member of the team here which we would be very happy to do. And there's nothing that beats an in-person visit to our office - we very much hope that we will be able to welcome you here as part of the recruitment process.

Development and Alumni Relations colleagues are passionate, mission-driven and empowered. You will find us a welcoming bunch – our office is a stimulating and supportive place to work. Driven by the desire to make a difference, we are encouraged to be ambitious and bold, to stretch ourselves and not be afraid to try something new.

But don't just take our word for it! In our most recent staff survey, typical comments were:

"The University is a globally relevant institution that delivers extraordinary outcomes for people and the planet through research and education. We have some truly inspirational academics and students. As an employer, the University is compassionate and flexible. The campus is a fantastic place to work, with lovely people who are enthusiastic and committed."

"I work in an office where every individual is made to feel included, respected and valued. The way in which we collectively support each team to be successful is unlike any other place I've worked. I enjoy the flexibility of the 3 days in the office policy, as well as the holiday allowance that comes with working here. I also like working in an institution of this size, as there are so many opportunities to meet new people. In my role, I am exposed to some of the incredible research that is carried out at Birmingham and seeing such talent and expertise is incredibly motivating."

You can find our values here:

birmingham.foleon.com/bham2030/strategic-framework/people-and-culture



BIRMINGHAM IN ACTION CAMPAIGN

Our campaign is truly global, launched in 2019 in Birmingham, London, Hong Kong, New York, and San Francisco. The campaign aims to raise £600 million by 2026, and secure 1.25 million hours of volunteering, making it one of the largest campaigns in the UK Higher Education sector. Our campaign is engaged with our alumni community, staff, students, volunteers, high-net-worth individuals, here and abroad, as well as the global grant-making trusts and corporate partners who have the capacity to support us and affect real change, to turn research into life-saving solutions, and ensure young people are not held back by their circumstances and have the opportunities they deserve.

Our strategic fundraising priorities tackle five key challenges that face our generation and the next: Global Health, Protecting our Planet, Driving Innovation, Fulfilling Lives and Everyone getting an Education.

For more information about our campaign priorities, please go to the campaign website:

www.birmingham.ac.uk/birmingham-in-action

ABOUT DEVELOPMENT AND ALUMNI RELATIONS AT THE UNIVERSITY OF BIRMINGHAM

The University of Birmingham has a proud history of philanthropy stretching back to its foundation in 1900. With a clear vision to change the lives of the people of Birmingham, Joseph Chamberlain raised the funds required to build the University from citizens and corporations based locally and around the globe. Since then, philanthropy has continued to play an important role in shaping the University. There have been a number of fundraising campaigns, including a £1m urgent capital appeal after the Second World War and a £1.4m campaign to fund the Vale 'student village' in the 1960s. In 2015, we closed the Circles of Influence Campaign, raising £193 million, making it the largest HE fundraising campaign outside Oxbridge and London.

The Development and Alumni Relations Office exists to support the academic and student community by engaging, inspiring, and celebrating alumni, individuals, and charitable funders who give their money, time, and networks to support the University's strategic priorities. The Office, which is comprised of five teams, is focused on fundraising and volunteering from alumni, organisations and individuals who are passionate about changing lives, through funding various research projects, supporting student bursaries, mentoring students, and providing internships, as well as providing a versatile programme of engagement opportunities for our global alumni community.

THE UNIVERSITY

For more than a century, the University of Birmingham has been pursuing and sharing knowledge through outstanding teaching and world-leading research. Our university grew out of the radical vision of our first Chancellor, Joseph Chamberlain. Founded in 1900, Birmingham represented a new model for Higher Education. We were England's first civic university, a place where students from all backgrounds were accepted on an equal basis. We were also the first UK University to, amongst other things, welcome women to take medical degrees.

Access to education remains a key part of our purpose, ensuring the brightest and best students are not held back by their circumstances and have the opportunities they deserve. Our students come from nearly 150 countries and our flagship outreach programmes mean that almost 25% of our student population come from underrepresented backgrounds: one of the highest proportions in the UK.

The University has global reach, including several partnerships with other leading universities around the world, and is grounded in our local community, having opened the first fully comprehensive University secondary school in the country in 2015. We are an ambitious and successful research-intensive University (one of the top 100 research-led universities globally), and have produced 10 Nobel Prize winners, including three who received their awards in 2016.

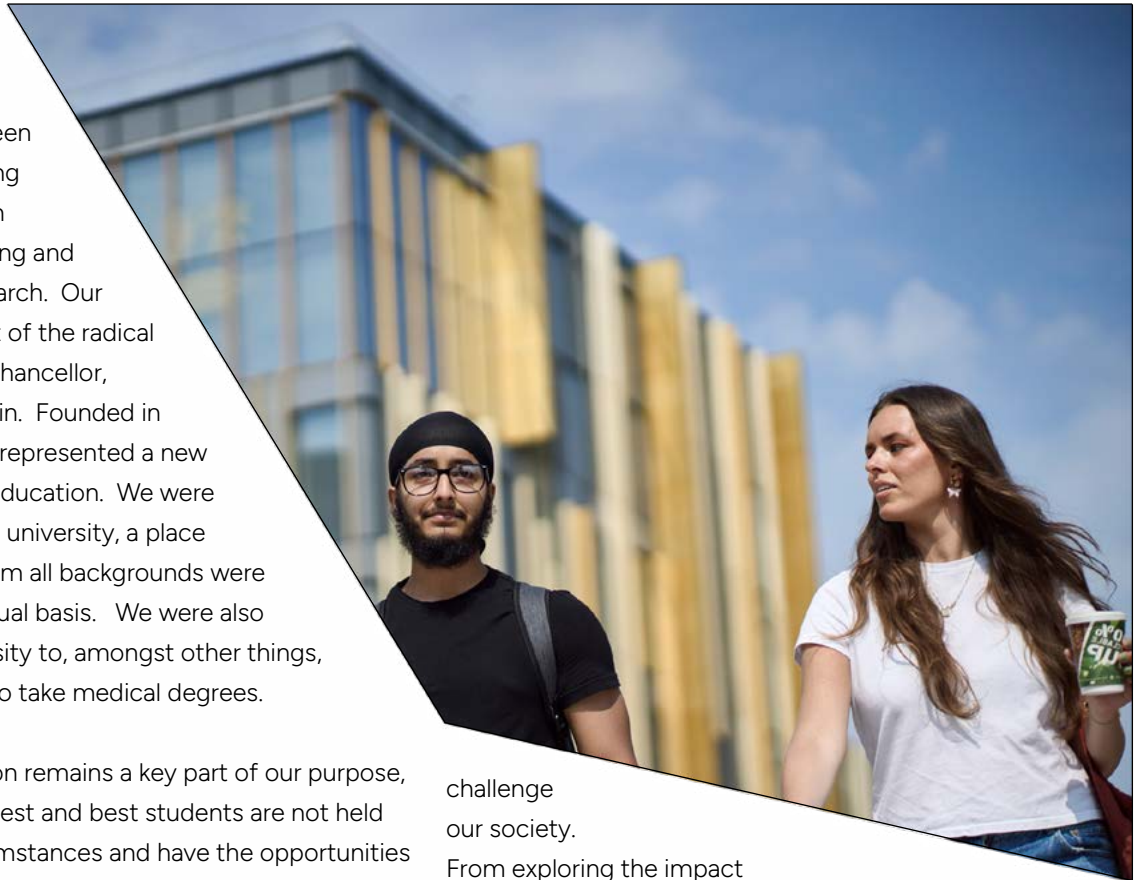
Characterised by a tradition of innovation, research at the University has broken new ground, pushed forward the boundaries of knowledge, and made an impact on people's lives. We continue this tradition today with our academics tackling a wide range of issues that

challenge our society.

From exploring the impact of climate change, helping to address global health epidemics, and changing our understanding of Shakespeare, our academics are making a positive difference in our world.

More than 100 years on, our Birmingham campus has grown to 672 acres. Research England's Inaugural Knowledge Exchange Framework (KEF) ranked the University of Birmingham's contribution to the regional economy between August 2016 and July 2019 as first amongst all UK universities for local growth and regeneration. Income generation for the region accounted for 21% of total sector income which totalled over £41m – more than four times that of the next institution. Each year, we welcome more than 30,000 students from across the world. Our size has changed, but our civic commitment has not.

For more information about the University, please visit www.birmingham.ac.uk/university



THE UNIVERSITY

DIVERSITY, EQUALITY & INCLUSION

Our institutional culture is one committed to building a supportive, considerate, and highly motivated community based on diversity, inclusivity and mutual respect across all disciplines, functions, and activities. Equality of opportunity is essential to achieving research excellence and we believe our diversity of thought and culture is fundamental to our ability to solve complex challenges. We aim to remove barriers, eliminate discrimination, and make sure everyone has the opportunity to reach their full potential.

The University is committed to a programme of activity to increase its diversity, address under-representation at all levels and remove the structural barriers that can prevent the achievement of individual potential. We strive to create an organisational culture in which issues of equality, diversity and inclusion are central and where understanding these issues is a key competency for all of our staff and students.

Find out more about our work to promote equality, diversity and inclusion:

www.birmingham.ac.uk/university/equality

SUSTAINABILITY & SOCIAL RESPONSIBILITY

For our community at the University of Birmingham, sustainability is about using our available resources and living in a way today that provides the needs for us all to live a happy and healthy life, without preventing future generations' ability to do the same.

We have created a clear strategy for how to create a more sustainable university and world, and have demonstrated this commitment throughout our

2030 Strategic Framework (www.birmingham.ac.uk/university/our-strategy), including having 'Sustainability' as one of the six pillars.

The environment is an integral part of our campaign and we encourage eco-friendly ways of working in order to have a positive impact on our campus and global surroundings.

Travel discounts are available and the use of public transport and cycling to the office is actively encouraged as a way of improving our commitment to sustainability.

More on our work in this area is here:

www.birmingham.ac.uk/university/social-responsibility

BIRMINGHAM & THE UNIVERSITY CAMPUS

Birmingham is the UK's second-biggest city and a major European centre. It is a city of historical interest and contemporary vision and has a rich and diverse community that creates a vibrant, multicultural and exciting place to live and work.

Birmingham is easily accessible, and the campus offers excellent transport links and parking with its own University Station located a five-minute walk from the DARO office and a seven-minute train journey from Birmingham city centre. The city will also benefit from the high-speed rail network (HS2), which will have a significant, positive impact on access between London and the Midlands, making the journey time to London just 45 minutes.

More on the City of Birmingham is at

www.birmingham.ac.uk/university/city-and-region

THE UNIVERSITY

The University estate itself is large and varied covering 672 acres, with over 200 buildings of different ages and architectural styles, ranging from grade one and two listed properties to state-of-the-art learning and research spaces. We are home to the Elgar Concert Hall, the state-of-the-art Cadbury Research Library, The Barber Institute of Fine Arts, The Lapworth Museum of Geology, and Winterbourne House and Garden.

Currently, our estate is in the midst of one of the most transformational campus redevelopments since the first phase of building was completed in 1909. The development programme, worth £1 billion as part of a ten-year investment, started in 2016 and is creating outstanding new facilities for students, staff and the community.

You can take a virtual tour here:

www.birmingham.ac.uk/virtual-tour/#s=pano37



STAFF BENEFITS

The University provides its staff with exceptional benefits and support at every stage of their life and career.

We offer a wide range of employee benefits including career development tailored to your ambitions, an attractive pension scheme and generous family leave packages. Our interest is in offering a flexible, supportive work environment with encouragement to achieve and maintain a healthy work-life balance.

Our office has seven trained mental health first aiders, and the wider University provides support and resources for mental health, stress management and general wellbeing advice. We have a dedicated Occupational Health team and an Employee Assistance Programme which is designed to help our staff deal with personal and professional problems that could be affecting home or work life, health and general wellbeing.

All staff are entitled to one day each year to volunteer locally as part of *Birmingham in Action*. This is part of the University's commitment to both the professional development of staff, and our civic responsibilities to the city and the region.

Please visit www.birmingham.ac.uk/jobs/staff-benefits where you will find detailed information on everything from discounted sports centre membership through to discounted electric car leasing.

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JOB DESCRIPTION

ROLE PROFILE

We are looking for an Associate Director of Fundraising to maximise our enormous income generation potential; coach, nurture and challenge the well-established fundraising team; and deliver a bold and innovative strategy to support our exciting Birmingham in Action campaign, raising significant gifts yourself from a developed and growing pool. You will lead a team of expert Major Gift and Legacy fundraisers and our Donor Experience team to work across the campus and deliver an institution-wide service to generate income, networks and influence. You will be responsible for creating a motivational and supportive environment for your team with professional development opportunities for all members. You will maintain oversight of all significant relationships, including your own portfolio, and be the first point of contact for the amazing opportunities in this space. As a key member of DARO's Senior Leadership Team you will help shape the strategic direction of the function and work collaboratively with other Associate Directors to take our campaign to the next level, as well as plan for the next campaign.

ABOUT PROFESSIONAL SERVICES

The University of Birmingham is a global institution working within a diverse and vibrant City, offering an inspiring education to our students, and undertaking critically important research. We are a place of open, critical thinking, and the creation, sharing and dissemination of knowledge. Professional Services put students at the heart of all they do and enable an exceptional educational experience. They provide outstanding support to our researchers and help the University to grow its influence regionally, nationally, and globally. They ensure the University's resources are used wisely, manage and improve the infrastructure which sits at the heart of the institution, and support decisions to be made quickly and based on sound evidence. Our [Birmingham Professional programme](#) operates across the University, supporting colleagues to network and collaborate, offering opportunities to learn and develop, contributing to the delivery of the University's objectives, and helping everyone to understand the broader context within which we work.



JOB DESCRIPTION

Leadership and performance

Effective leadership of DARO, as part of the Senior Leadership Team, ensuring that the Fundraising Team perform effectively to meet key targets and to deliver the Birmingham in Action campaign:

- Lead, deliver, and monitor the Birmingham in Action fundraising strategy, including delivery of DARO KPTs.
- Play an active role in the office's Senior Leadership Team to contribute to setting the strategic direction, providing technical insight and delivering the campaign objectives.
- Work collaboratively with other members of the Senior Leadership Team on key projects internally and across the University.
- Lead a team of 16 Fundraising and Donor Experience colleagues with direct line management of the Head of Philanthropy, Head of Philanthropy (Asia), Head of Philanthropy (North America), Head of Legacies and Endowments, and the Donor Experience Manager.
- Coach, nurture and challenge team members to ensure they thrive and reach their potential, and be responsible for targets.
- Lead by example to ensure that all colleagues exhibit the DARO values and behaviours, work with pace and energy and create a culture of positivity.
- Provide support for professional development and opportunities for Fundraising Team members (individually and as a team).
- Celebrate exceptional team and individual performance whilst acting on underperformance.
- Develop and implement a culture (including policies and procedures) that promotes equality and values diversity and inclusion.
- Support the University's sustainability agenda through resource efficient working.
- Any other duties commensurate with the grade.

Fundraising and Relationship Development

Refine and deliver a bold, innovative, and impactful fundraising strategy aligned to the overall DARO strategy and the University's Strategic Framework:

- Inspirational leadership of the Fundraising Team, delivering against specific targets of funds raised, prospect pipelines progress, management of endowments and legacies, and exceptional stewardship.
- Responsibility for the fundraising strategy including the identification, cultivation, solicitation and stewardship of prospective donors for the campaign priorities and other opportunities.
- Refine and deliver systems and structures across the Fundraising Team to enable both effective day-to-day management and long-term strategic leadership within DARO.
- Ensure that the Fundraising Team is effectively directed, has clear ownership, and works collaboratively within DARO and across the University.
- Be the point of contact and escalation for any opportunities and challenges within this donor portfolio.
- Raise significant philanthropic income from your own prospect pool with a focus on securing complex and/or ambitious relationships.
- Lead the relationships with The Heads of College for the College of Medicine and Health (CMH) and the College of Arts and Law (CAL), ensuring that fundraising asks across DARO align with college priorities.
- Represent DARO at working groups and committees across the University to ensure that the office is aligned with the University's strategic priorities.
- Have oversight of the fundraising budget and work collaboratively with the Head of Operations to ensure resource is budgeted for effectively, and actively monitored.

JOB DESCRIPTION

Ethical engagement and legislation

Ensure the University's fundraising programme is conducted ethically and adheres to relevant regulation:

- Ensure all partnerships within the portfolio are delivered in compliance with the relevant legislation (ICO, Fundraising Regulator) as well as University procedures.
- Be a role model for best ethical practice in fundraising and provide quality assurance that the Fundraising Team is successfully collaborating with other aspects of compliance led activity within DARO – for example, TPS, Due Diligence, PCI-DSS, ICO (including PECR), and GDPR.

Stakeholder Management

As a member of the DARO Senior Leadership Team, represent the office to key internal and external stakeholders using a wide range of communication skills:

- Represent DARO to all internal stakeholders, as a member of the Senior Leadership Team.
- Work closely with members of the University Executive Board, and other senior colleagues/academics as necessary.
- Work internally with Heads of College, academics, and professional services colleagues (Business Engagement & Research Impact, Research Support Services Division, Finance, Birmingham Global etc.) to ensure the Fundraising strategy maximises income, and impacts. This will include the relationship management of key academics across the University.
- Manage a pool of High-Net-Worth Individuals within the UK and overseas and co-canvass prospects in your team.



REQUIRED KNOWLEDGE, SKILLS, QUALIFICATIONS, EXPERIENCE

Leadership and strategic thinking

- Substantial experience of leading and managing a fundraising team and acting as the expert authority in the area.
- The ability to think and plan strategically, to develop, implement and deliver the fundraising strategy and, as part of the Senior Leadership Team, the overall DARO strategy.
- Proven record of developing innovative and practical solutions to deliver a strategy.
- The ability to work with initiative, to take decisions and think creatively and laterally.
- Strong sense of professional integrity.
- The ability to work effectively both in a team and independently.
- Actively promote equality and diversity to internal and external stakeholders.
- Able to use data to identify equality and diversity issues.
- Experience of developing interventions to address equality and diversity issues.

Knowledge and experience

- A strong track record of leading a fundraising team.
- A strong track record of securing leadership and principal (6 and 7 figure) gifts for charitable causes.
- Extensive experience of working to and delivering against specific targets.
- An understanding of, and experience in, share, legacy, and other ways of tax-efficient giving in the UK and overseas and an understanding of the relevant charity laws.
- Passion for, commitment to, and knowledge of higher education and the role of philanthropy.
- Experience of working in a large, complex organization.
- Awareness and understanding of University activities and objectives.
- An empathy with and understanding of the worlds of business and academia.
- Understanding of and empathy with the vision and mission of the University of Birmingham, specifically the Birmingham in Action campaign.

Communication and relationship building

- Experience of building long-term relationships with leading philanthropists in the UK and overseas.
- The ability to write compelling proposals for a range of prospects/donors.
- Strong interpersonal skills and the ability to interact effectively with a wide range of audiences including senior colleagues, donors, volunteers, academics, students, and external organisations.
- Negotiation skills and experience of using substantial expertise to persuade and influence a range of stakeholders and senior management.
- The ability to represent the University internally and externally with confidence, diplomacy and authority.

General

- Educated to Degree level (or equivalent level qualifications), or extensive experience of working in a complex organisation plus substantial relevant managerial experience.
- Ability to work to tight deadlines and prioritise own workload under pressure.
- Ability to exercise a substantial degree of independent professional responsibility and discretion.
- Proven experience of solving complex problems.
- Experience of resource and financial management.
- Excellent general IT skills, with a strong working knowledge of Microsoft Office.

OUR SHARED VALUES

Each professional services area will outline how the values apply in their area and the behaviours expected from colleagues to ensure we embed them in everything we do.

Ambitious

We are confident in the University of Birmingham and project this globally. We are focused on our goals, are clear about our strengths, and pursue our own direction. We are bold and take intelligent risks.

Innovative

We enjoy being the first to do things. Inspired by our Birmingham heritage, we are resourceful, creative, grounded, and practical, and seek to make a real and positive difference to the world around us.

Open

We welcome colleagues, collaborators, and students from across the world to work and study with us. We are committed to academic freedom, freedom of speech, and equality of opportunity for all. We expect everyone to act with sensitivity, respect, and fairness.

Collaborative

The major challenges facing our city, nation, and the world cannot be solved if we act alone. We enhance our research and education by pursuing creative partnerships within and beyond the University.

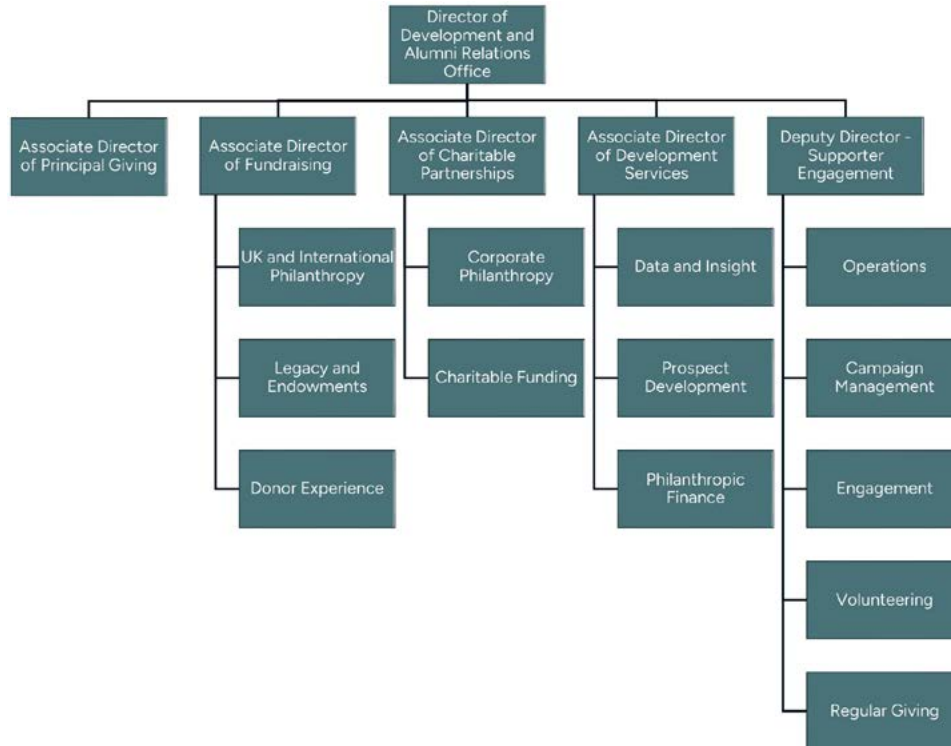
Responsible

We operate with transparency, trust, and respect. We value our role as an anchor institution for Birmingham. We strive to be an excellent employer, to reduce inequalities in access to education, and to place sustainability at the heart of our work.

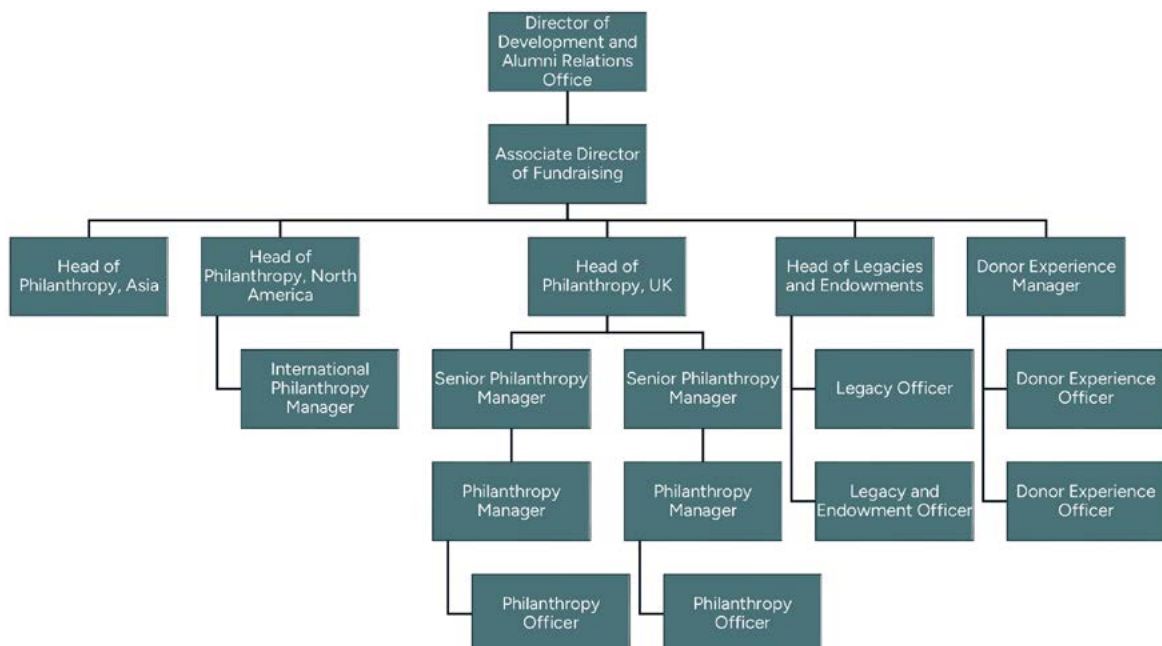


ORGANISATION CHART

DEVELOPMENT & ALUMNI RELATIONS ORGANISATION CHART



FUNDRAISING TEAM ORGANISATION CHART



TERMS AND CONDITIONS

The successful candidate will receive support during the onboarding process and will be welcomed with a comprehensive and bespoke induction programme. We are highly dedicated to the professional development of our colleagues, who have access to mentors, coaches and internal and external conferences and training courses.

Salary

Grade 9 - Full time starting salary is normally in the range of £57,422 to £74,866 with potential progression once in post to £86,760.

Job Family Framework

Managerial and Administrative

Contract Type

Full-time, permanent

Benefits

Birmingham offers a wide range of employee benefits including career development tailored to your ambitions, an attractive pension scheme and generous family leave packages.

Our interest is in offering a flexible, supportive work environment with encouragement to achieve and maintain a healthy work-life balance.

Please visit www.birmingham.ac.uk/jobs/staff-benefits where you will find detailed information on a whole range of staff benefits!

Pension

As an employee of the University of Birmingham you will have access to the USS pension scheme, one of the largest private pension schemes in the UK that currently still allows new Defined Benefits to be built up. The University contributes approx. 14.5% of salary. More information is at www.birmingham.ac.uk/jobs/staff-benefits/pensions/uss

Location

Birmingham Research Park
University of Birmingham
97 Vincent Drive
Birmingham, B15 2SQ

Hours of work

37.5 hours a week. Working with a degree of flexibility is expected and will include some evenings and weekends, as well as occasional travel (UK and international) involving nights away from home.

TERMS AND CONDITIONS

Hybrid working

We practice a hybrid working model and staff are on campus a minimum of 60% (3 days) a week.

Probation period

1 year

Annual leave

40 days per year, made up of 25 days annual leave, seven closed days, and eight Bank Holidays. For part-time staff, holidays are calculated pro rata.

Staff can purchase up to 10 extra days of additional leave if they need them.

Equal Opportunity

We believe there is no such thing as a 'typical' member of University of Birmingham staff and that diversity in its many forms is a strength that underpins the exchange of ideas, innovation and debate at the heart of University life. We are committed to proactively addressing the barriers experienced by some groups in our community and are proud to hold Athena SWAN, Race Equality Charter and Disability Confident accreditations. We have an Equality Diversity and Inclusion Centre that focuses on continuously improving the University as a fair and inclusive place to work where everyone has the opportunity to succeed.

Creating an inclusive environment that welcomes applicants with a disability is key to ensuring we have a diverse and effective workforce. Should you require reasonable adjustments made to the recruitment process, please let us know.

Please also let us know of any reasonable adjustments that we would need to make for you to attend an interview.

If successful, your manager will be on hand to discuss any reasonable adjustments you may need in order to successfully take up the role, including changes to working practices, flexibility around hours/breaks, equipment etc.

We also use the Access to Work scheme where appropriate to support new joiners.

How to Apply

To apply, please send your CV and cover letter no later than midnight on Thursday, 27 March to info@weareconstellate.com

The University of Birmingham is partnering with Joanna Logan and Erin Hall-Westfall of Constellate Global Talent on this search. If you would like to have a confidential discussion about the position, please email info@weareconstellate.com

If invited to interview, do please look at our resource on job interviews. Our job interview guide is designed to equip you with the knowledge and skills you need to excel in interviews of all types - www.birmingham.ac.uk/jobs/job-interviews

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[WEARECONSTELLATE.COM](https://www.weakonstellate.com)