



**OPPORTUNITY**

Where change  
gets real.



**Reference: 0348-24**

**Grade: 8**

**Salary: £37,099 to £44,263 per annum, depending on experience**

**Contract Type: Fixed term until 31 October 2024.**

**Basis: Full time**

# Job description

Our people are an integral and essential part of the Aston 2030 strategy, published in June 2023. Our key people-related aims include being the best place to work and attracting and retaining the most talented and dedicated individuals to achieve their full potential while at Aston. Our Human Resources and Organisational Development (HROD) Department will play a key role in supporting the development and implementation of our evolving People Strategy which will enable the delivery of the Aston 2030 strategy.

The Policy & Compliance Lead will play a vital role in the maintenance of Aston University's people policies and associated procedures by ensuring compliance with legal standards, setting internal targets and KPIS and monitoring progress.

The key areas of responsibility for this role include the ownership, review, development and maintenance of Aston's people policies, understanding engagement with associated procedures, and implementing plans where needed to ensure institutional compliance; both with national/legal standards, and internally defined standards.

The Policy & Compliance Lead will be responsible for supporting the operationalising of the People Strategy under the direction of the HROD leadership and in partnership with academic and professional services departments.

## Main duties and Responsibilities

- Ownership of the review, development and maintenance of Aston's people policies.
- Responsible for working with the leadership in the HROD department with delivering and operationalising the relevant aspects of Aston People Strategy.
- Ensuring that risks and opportunities are fully considered in line with the People Strategy.
- To support relationships with internal stakeholders, including those leading academic and professional services departments and recognised trade unions.
- To report regularly to the Head of Policy & Partnering and the Senior HR leadership team with an overview of the HR Policy review and development update and plans.

### **Policy responsibilities**

- Responsible for maintaining and updating a schedule of all HR policies and procedures at Aston that are due for review and implementing development and enhancements.
- Working with the recognised trade unions, HROD colleagues and other relevant stakeholders to consult on relevant policies prior to implementation.
- Working with Aston's Strategic Performance and Planning Team to ensure reviewed policies are promoted and updated via the staff intranet.
- Ensuring that Aston's people policies are disseminated in accessible means and formatting, using clear and plain language.
- To work collaboratively with the HR Business Partners, taking into account their areas of specialisms when developing and implementing new policies.

- To lead on consultation with managers and employees across the university regarding changes to established policies and associated processes.
- To lead on communication, in conjunction with Aston's internal communications professionals and the Head of Policy & Partnering, with the wider staff body regarding changes to people policies.
- To work with the HR Business Partnering team and Head of Organisational Development, Learning & Talent Management to put in place relevant management briefings associated with new policy development, prior to implementation.
- To lead on developing resources within HROD to ensure consistency of interpretation and advice given from HROD to academic and professional services departments.

### **Compliance responsibilities**

- To liaise with the Learning, Development & Talent Management Business Partners to monitor levels of completion against mandatory training.
- To ensure compliance with employment and other laws is considered as part of the policy review schedule.
- To lead on campaigns to increase rates of completion of mandatory training.
- To lead on compliance with regulations from external bodies, for example, Prevent, Safeguarding, data breach, etc.
- To represent HROD in Aston University's ethics processes.
- To support the Deputy Chief People Officer and Head of Policy & Partnering on identifying, setting, and updating internal standards for Aston employees.
- To produce annual and regular reports detailing compliance with internal and external standards.
- To lead on developing learning and resources within HROD, and where relevant across the university, to inform of any legislative changes.
- To support the Head of HR Operations with risk assessments and compliance with Health and Safety within HROD functions.

### **Additional responsibilities**

- ▶ Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities to develop themselves and support the development of others.
- ▶ Ensure and promote the personal health, safety and wellbeing of staff and students.
- ▶ Carry out duties in a way which promotes fairness in all matters and which engenders trust.
- ▶ Promote equality of opportunity and support diversity and inclusion as well as working to support the University's environmental sustainability agenda and practices.

## Person specification

	Essential	Method of assessment
<b>Education and qualifications</b>	<ul style="list-style-type: none"> <li>➤ CIPD Level 7 qualified and Associate Member, or equivalent experience.</li> </ul>	Application form and Interview.
<b>Experience</b>	<ul style="list-style-type: none"> <li>➤ Substantial experience in either generalist or specialist HR in a large complex public or private organisation.</li> <li>➤ Experience of policy creation, revision and interpretation.</li> <li>➤ Experience of operating effectively in a HR role within a unionised environment.</li> <li>➤ Experience of achieving targets and KPIs linked to strategy through service delivery.</li> <li>➤ Experience of building, maintaining and utilising successful relationships inside and outside an organisation.</li> <li>➤ Experience of reporting to external bodies and legislators.</li> <li>➤ Experience of reporting on compliance.</li> </ul>	Application form and interview.
<b>Aptitude and skills</b>	<ul style="list-style-type: none"> <li>➤ Customer and results focused.</li> <li>➤ Commitment to equality, diversity and inclusion.</li> <li>➤ Strong oral, written and presentational communication skills.</li> <li>➤ Excellent and up to date knowledge of employment and other relevant</li> </ul>	Application form and interview.

	Essential	Method of assessment
	<p>laws. Evidence of continued professional development.</p> <ul style="list-style-type: none"> <li>➤ Analytical skills and attention to detail Application form and interview</li> <li>Legal and moral integrity.</li> </ul>	

	Desirable	Method of assessment
<b>Education and qualifications</b>	<ul style="list-style-type: none"> <li>➤ Degree or equivalent qualification gained from a higher education institution.</li> </ul>	Application form.
<b>Experience</b>	<ul style="list-style-type: none"> <li>➤ Experience of conducting compliance risk assessments.</li> <li>➤ Experience of using a compliance management platform (CMP).</li> <li>➤ Experience of undertaking a policy review schedule.</li> <li>➤ Experience of working in a higher education (HE) context.</li> </ul>	Application form and interview.
<b>Aptitude and Skills</b>	<ul style="list-style-type: none"> <li>➤ Ability to network effectively inside organisations.</li> <li>➤ Collaborative and consultative approach.</li> <li>➤ Proficient with Microsoft Office and able to use HR management systems (HRMS).</li> </ul>	Application form and interview.



# How to apply

You can apply for this role online via our website <https://www2.aston.ac.uk/staff-public/hr/jobs>.

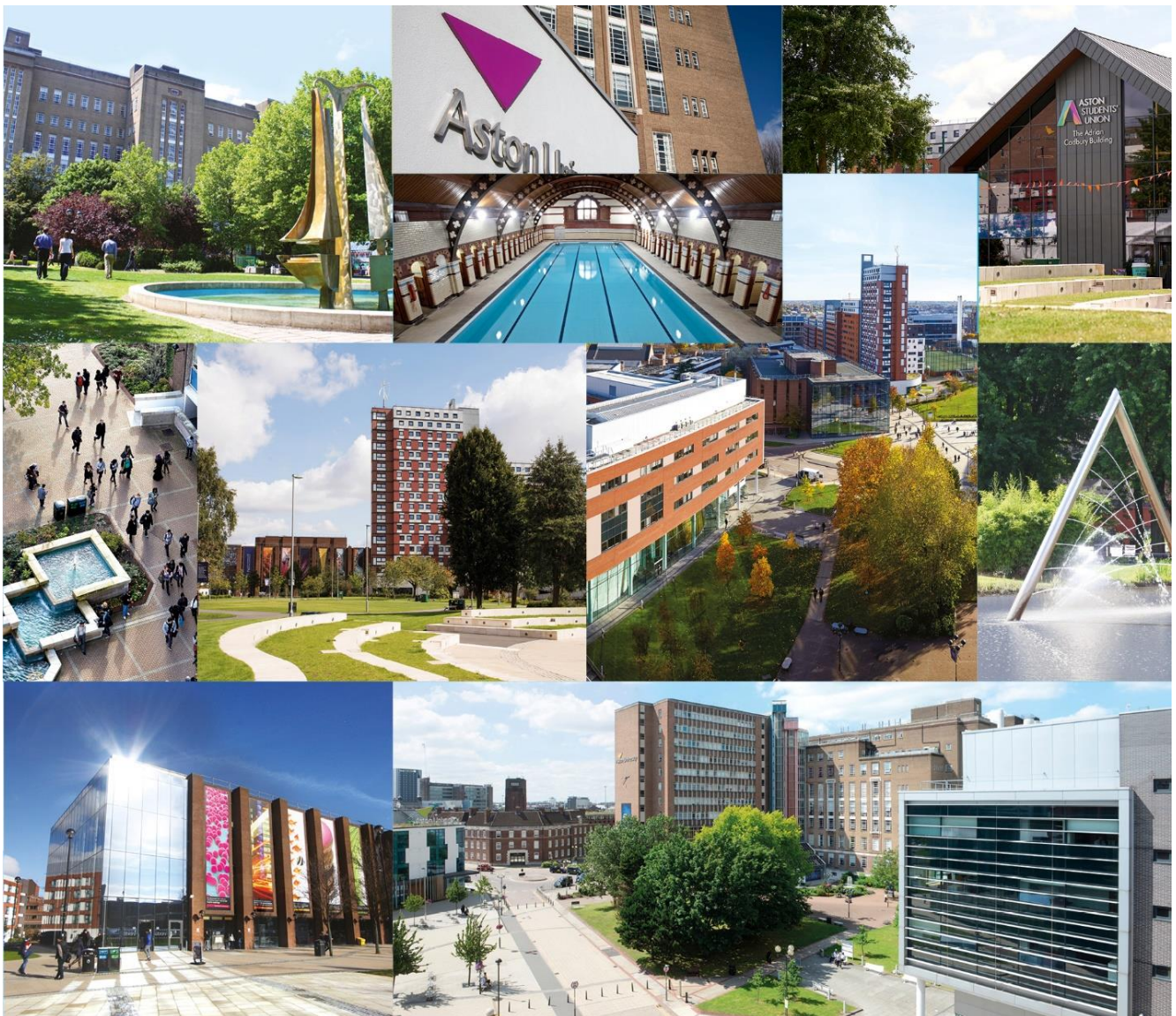
Applications should be submitted by 23:59pm on the advertised closing date.

All applicants must complete an application form, along with your CV.

Any CV sent direct to the Recruitment Team and Recruiting Manager will not be accepted.

If you require a manual application form then please contact the Recruitment Team via

[jobs@aston.ac.uk](mailto:jobs@aston.ac.uk).



## Contact information

### Enquiries about the vacancy:

Name: Sarah March

Job Title: Head of Policy and Patnering

Email: [s.march1@aston.ac.uk](mailto:s.march1@aston.ac.uk)

### Enquiries about the application process, shortlisting or interviews:

Recruitment Team via [jobs@aston.ac.uk](mailto:jobs@aston.ac.uk) or 0121 204 4500.

## Additional information

Visit our website <https://www2.aston.ac.uk/staff-public/hr> for full details of our salary scales and benefits  
Aston University staff enjoy

**Salary scales:** <https://www2.aston.ac.uk/staff-public/hr/payroll-and-pensions/salary-scales/index>

**Benefits:** [Benefits and Rewards | Aston University](#)

**Working in Birmingham:** <https://www2.aston.ac.uk/birmingham>

**Employment of Ex-Offenders:** Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the positions they applying for is listed an exception under the act.

**Eligibility to work in the UK:** You should ensure that you meet the eligibility requirements, including meeting the [English language standards](#). If you do not meet the eligibility criteria, any application for a work visa would be unsuccessful. Please see UKVI guidance for further information on eligibility, knowledge of English requirements and approved test centres <https://www.gov.uk/tier-2-general>

With the end of free movement for EU/EEA/Swiss nationals from 1 January 2021, the UK's new immigration system applies to all non-UK/Irish nationals who require a visa.

Where an individual is subject to UK immigration control, they will require a visa to work in the UK.

The following individuals do not need a visa for the UK, but do still have to prove their right to work before employment can commence:

- **British Citizens or Irish Nationals**
- **EU/EEA/Swiss nationals with Settled or Pre-settled status under the EU Settlement Scheme**
- **Non-EEA nationals with Indefinite Leave to Remain/Settlement in the UK**

The main routes available for those who need a visa to work in the UK are **Skilled Worker**, **Global Talent** and the **Graduate Route**.

You can find further information about each of these visa routes on our [candidate immigration page](#).

If you will conduct research in your role, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application. Please see below for further details.

**Academic Technology Approval Scheme (ATAS):** If you will conduct research in your role and you apply for a Skilled Worker or Temporary Worker GAE visa, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application.

This process can take at least 6 weeks to process, and Aston will consider this when confirming your expected start date. Processing times will increase between April and September and can longer to complete.

There is no fast-track option available. ATAS certificates will be processed in order of receipt.

You can find more information about ATAS on our [candidate immigration page](#).

### **Before you start and Right to Work**

#### **90-day entry vignette**

If you have applied for your visa outside of the UK, you will receive a vignette in your passport which is usually valid for 90 days. Please make sure to travel to the UK within the 'valid from' and 'valid to' dates on this visa. If you entered the UK before or after these dates, you would not 'activate' the visa and you would need to leave and re-enter the country.

You will also receive a decision letter confirming details about your immigration permission and where to collect your Biometric Residence Permit.

#### **Cost of Living - Estate and Letting Agents**

There are numerous Estate and Letting Agents in and around Birmingham that can help you find suitable accommodation. The [Midland Landlord Accreditation Scheme](#) provides a list of professional agencies and landlords who have applied with them for accreditation. Whilst accreditation is not a guarantee of quality, it provides some reassurance about the standard of the service they provide.

You can also use property search websites such as [Rightmove](#) or [Zoopla](#).

**Equal Opportunities:** Aston University promotes equality and diversity in all aspects of its work. We aim to ensure, through our admissions policies for students, and our staff recruitment and selection processes that we encourage applications from all groups represented in the wider community at a local, national and international level.



The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against student or potential students, staff or potential staff. This commitment applies to all functions of the University and to any stage of an individual's career.

An Equal Opportunities Monitoring Form is included within the application form. Data you provide on the Equal Opportunities Monitoring Form will be included in a general database, for statistical monitoring purposes, enabling the University to monitor the effectiveness of its Policy, Codes of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.

**Data Protection:** Your personal data will be processed in compliance with the Data Protection Act 2018 and the General Data Protection Regulation ((EU) 2016/679) ("GDPR"). The University's Data Protection Policy and Privacy Notices, including the Job Applicant Privacy Notice can be found at <https://www2.aston.ac.uk/data-protection>. Your application will only be used to inform the selection process, unless you are successful, in which case it will form the basis of your personal record with the University which will be stored in manual and/or electronic files. Information in statistical form on present and former employees is given to appropriate outside bodies.

Full details of our terms and conditions of service and associated policies and procedures are available online at <https://www2.aston.ac.uk/staff-public/hr/policies>

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