

Imperial College Union
Board of Trustees / 29 September 2021

Staff Changes Update [September 2021]

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Purpose: To note recent staff changes following recruitment of several staff as part of our Back-to-Basics Recruitment Timeline

1. Introduction

We are currently recruiting new staff into the structure of ICU as part of our Back-to-Basics Recruitment Timeline presented at the July Board.

The implementation of this timeline has led to significant changes to the structure of the organisation relative to where we were at the start of the year. At the start of the year, our structure was as presented in the Organogram ICU Structure January 2021 on page 3 of this document.

2. Recent changes

We have now closed applications for the planned 'Preparing for Growth', 'Venues Interim' and 'Back to Basics 1' phases of our recruitment timeline. As such, we have filled many of the roles planned as part of these phases. Our current structure is as presented in the Organogram ICU Structure September 2021 on page 4 of this document.

Key changes are detailed as follows:

Marketing and Communications

- Director of Marketing and Communications: Juliette Coopey has been recruited as our new Director of Marketing and Communications. She now assumes management of both the systems and marketing & communications teams.

Finance

- Financial Controller: David Ashton has been appointed as our new Financial Controller in the finance team. This role replaces the previous Finance Manager role.
- Assistant Management Accountant: Phaminey Suntharalingam has been recruited as our new Assistant Management Accountant in the finance team. Start date is pending.

Venues

- Deputy Venues Manager (Beverage): Abigail Watson has been recruited as our new Deputy Venues Manager (Beverage).
- Assistant Venues Manager (Staff & Training): Bryony Maddern has been recruited as our new Assistant Venues Manager (Staff & Training). Start date is to be confirmed.
- Assistant Venues Manager (Cellars & Stock): Mohanad Youssef has been recruited as our new Assistant Venues Manager (Cellars & Stock).

- Venues Technician: Andrea Feasey has been recruited as our new Venues Technician. Start date is to be confirmed.

Student Opportunities and Development

- Student Opportunities and Development Manager: Connar Walford has replaced Rachel Sunderland as our new Student Opportunities and Development Manager following Rachel's departure from ICU.

Representation and Advice

- Representation Coordinator: Helena Schofield joins us as our new Representation Coordinator.

Systems

- Web Developer: Theresa Pascual has been recruited as our new Web Developer.

Temporary support staff

We have also recruited several short-term staff members as interim support during our recruitment phases. We have made use of Signature Recruitment, our preferred Temp Agency, plus the College's short-term contract provision.

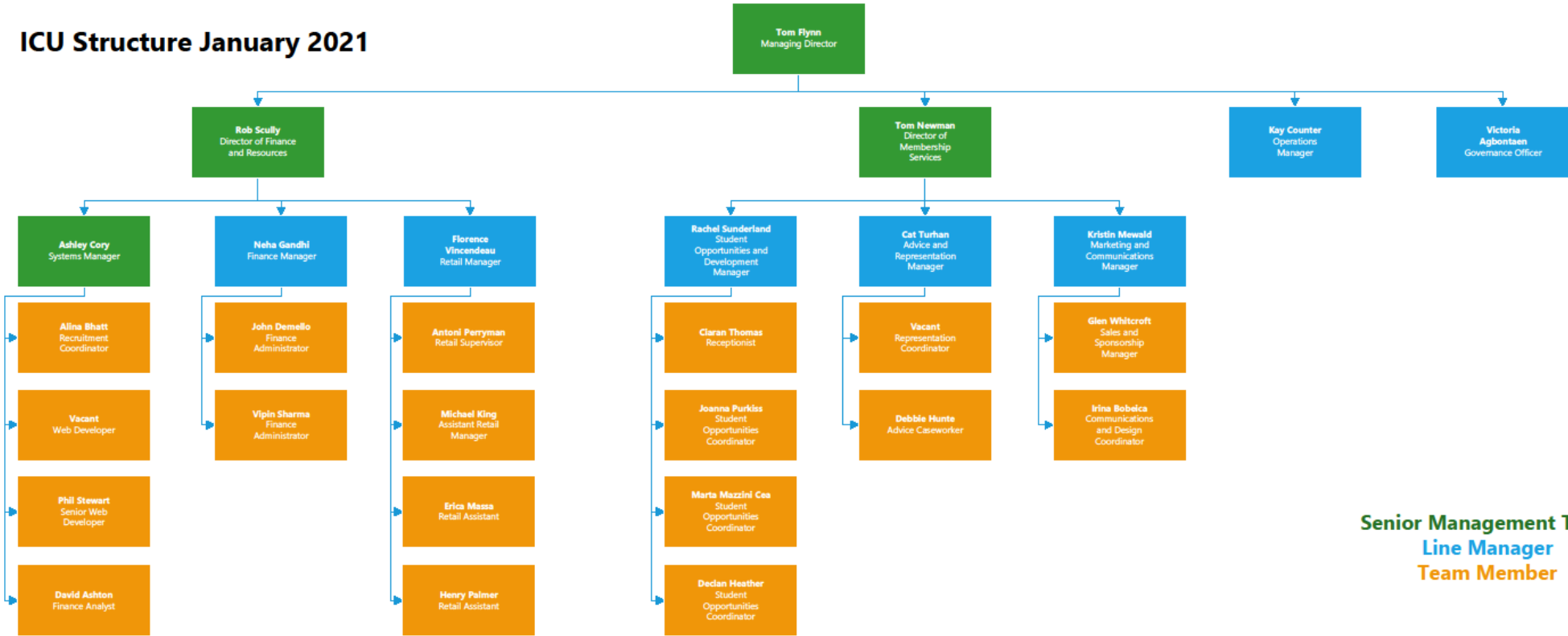
- Student Opportunities Administrators: Robert Thomas, Sheena Okyereoye
- Marketing Assistant: Bethan Thomas
- Receptionist: Patrice Mighton
- Advice Administrator: Petra Trglavcnik
- Finance Administrator: Ahmed Anshur

3. Future changes

We have now commenced the 'Back to Basics 2' recruitment phase, concluding in early November. We will then move on to phases 3 and 4 as detailed in the 'Back to Basics Recruitment Timeline'.

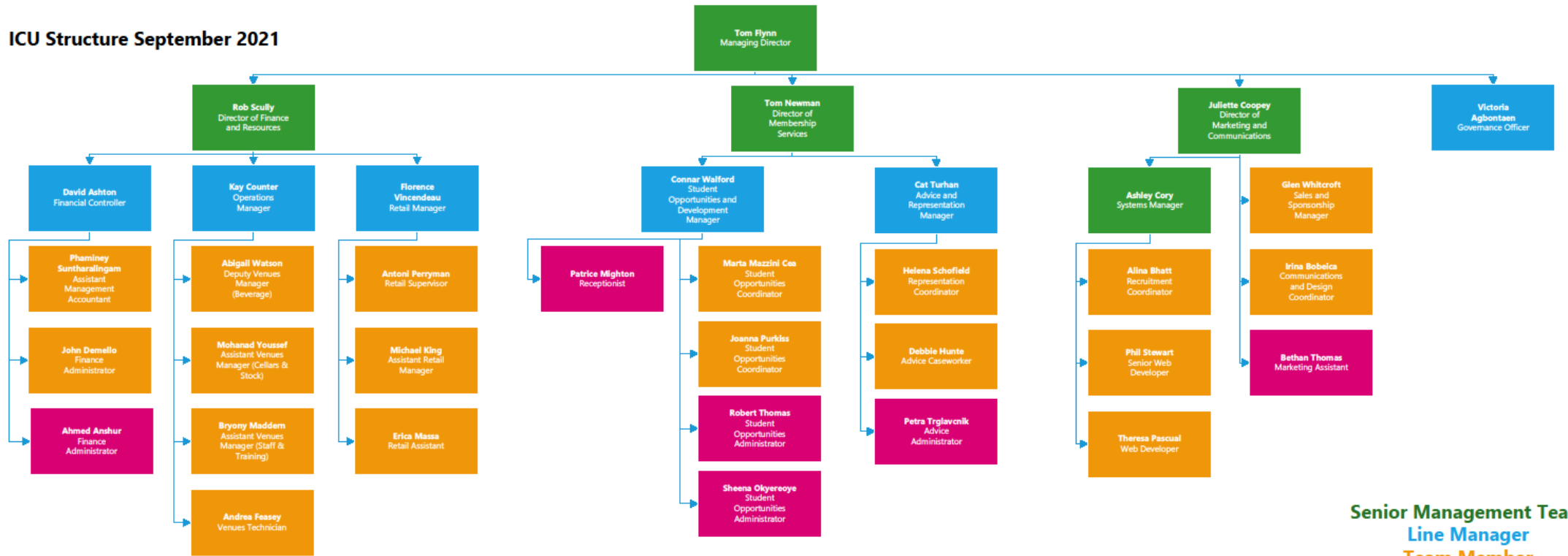
The future planned recruitment is detailed in ICU Organogram Future on page 5 of this document.

ICU Structure January 2021



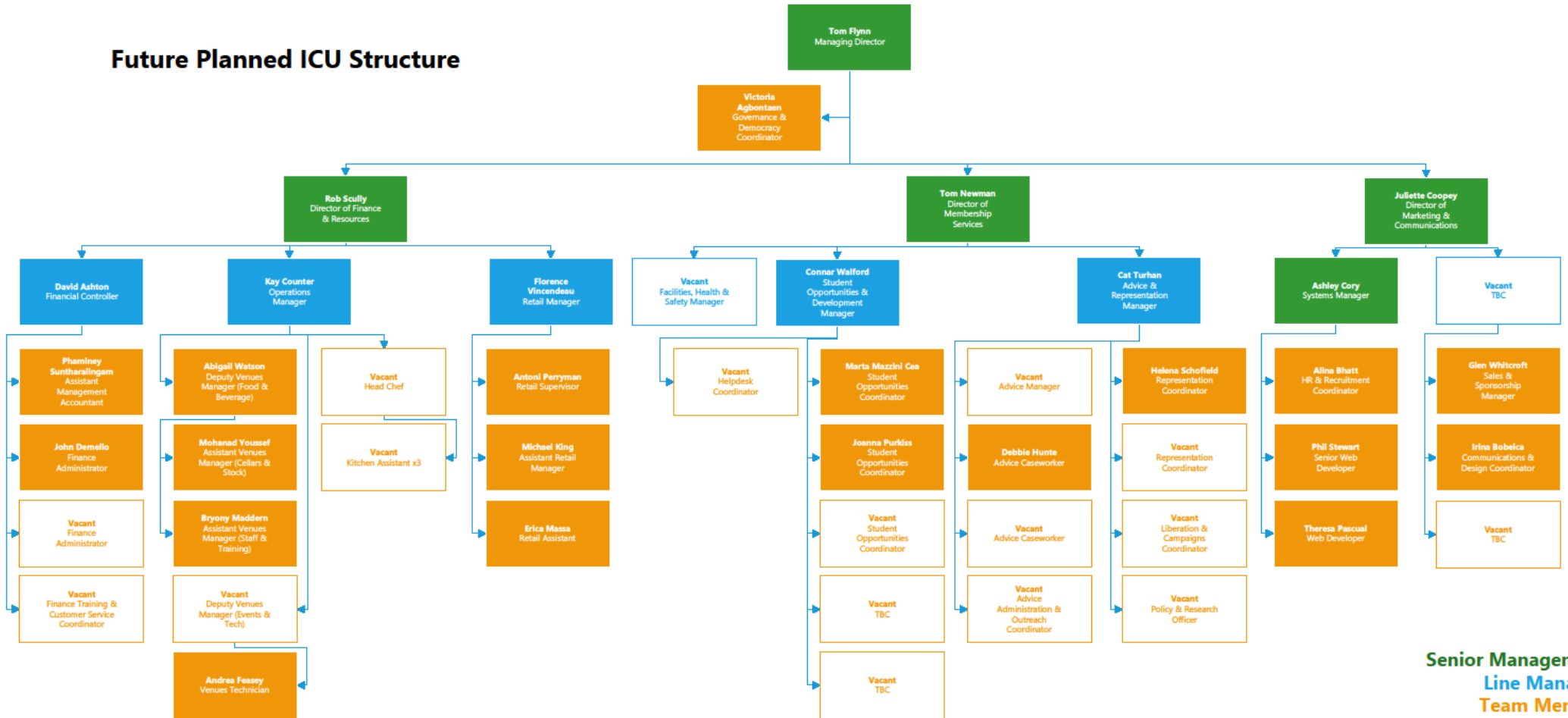
Senior Management Team
Line Manager
Team Member

ICU Structure September 2021



Senior Management Team
 Line Manager
 Team Member
 Temporary Contract

Future Planned ICU Structure



Senior Management Team
Line Manager
Team Member