

**Imperial College Union
Board of Trustees / 18 May 2022**

Staff Changes – May 2022

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

1. Introduction

The Union has grown significantly in numbers since the last Board of Trustees update, in December 2021.

This growth is reflective of the Back to Basics people plan, approved by Board in July 2021, and the subsequent restructure of the Marketing, Communications and Systems function, approved by People Committee and Management Committee in November 2021.

2. Recent changes

The 'Back to Basics 1' and 'Back to Basics 2' phases of our recruitment timeline are now complete and most roles have been successfully filled. The recruitment of new posts in Marketing, Communications and Systems (including People) is nearly completed, we are currently recruiting the last two vacant posts and have three other people starting May.

Our current structure is as presented in the Organogram ICU Structure May 2022 as an appendix to this document.

Key changes are detailed below:

Marketing, Communications and Systems

- Anastasia Terzoglou - Internal Communications Manager (part time) start 16 May
- Glen Whitcroft (previously Sales & Sponsorship Manager) was promoted into new role Marketing & Engagement Manager
- Maksymilian Andrzejewski - Designer will start 23 May
- Shamyla Ghazi - HR & Administration Coordinator (part time) start 23 May
- Viktorija Develyte - Systems Support Coordinator
- Commercial Marketing Coordinator in recruitment
- Content & Communications Coordinator in recruitment

Finance and Commercial

- Iracema Heinze – Finance Support and Training Coordinator
- Roberto Sorrentino (previously Events Operations Coordinator) has been seconded into a promotion as Deputy Venues Manager (Events)
- Suhaina Chandaria – Retail Assistant
- Assistant Venues Manager (Cellars & Stock) in recruitment
- Head Chef recruitment ongoing via a temp-to-perm arrangement

Student Opportunities and Development

- Patrice Mighton – Activities Operations Administrator
- Robert Fenner – Senior Student Activities Coordinator
- Robert Thomas – Activities Administrator
- Help Desk Coordinator in recruitment

Representation and Advice

- Arissa Reiriz-Siaba - Advice Caseworker
- Darren Douglas – Advice Centre Manager
- Elliott Cox - Advice Caseworker
- Isabella Hall – Advice Administration and Outreach Coordinator

Corporate and Governance

- Clem Jones – Governance and Democracy Coordinator
- Sital Gandesha – Facilities, Health and Safety Manager

3. Observations

The Union has been impacted by the change in the jobs market, like many other organisations. This has manifested as:

- Candidates for several of the roles dropping out
- Candidates declining job offers
- Some ads have not attracted the calibre we want, requiring us to go to a second round of recruitment
- For some roles we have had to increase salary offer.

In response to these shifts we are taking a number of approaches

- Increased agility, shortening the window jobs are open and moving through offer stage faster
- Diversifying where we are advertising for people
- Highlighting the benefits of working for the Union more prominently
- Reviewing the language and tone of our ads
- Branding role profiles to more clearly distinguish the Union from the College.

4. People and Culture Plan

By the middle of May we will have two staff in post to drive forward the People and Culture Plan. We expect to be able to report progress with delivery of this plan at the next Board of Trustee meeting, in July.