



Associate Director, EMBA Recruitment and Business Development

Hybrid (two days per week onsite with required flexibility to support additional recruitment activities), Park End Street, Oxford
Grade 9: £55,636 - £64,228 per annum including the Oxford University Weighting of £1,500 per annum
Fixed-term (one year), full time
Saïd Business School, University of Oxford
Vacancy reference: 176637



The role

The Associate Director (AD), Executive MBA Recruitment and Business Development, leads a team of managers responsible for business development, recruitment and admissions of students for the Executive MBA. The Oxford Executive MBA Programme (EMBA) attracts students from over 30 countries and reflects our global reputation for academic excellence, combined with a practical problem-solving for business leaders in an increasingly disrupted environment. The part-time EMBA programme provides students with a solid foundation in core business principles, broadens mindsets, and enables current and future leaders to make a difference in their chosen field..

The Associate Director, EMBA Recruitment and Business Development will work closely with the EMBA Programme Director to manage the recruitment strategy and budget. She/he is responsible for ensuring that the marketing, recruitment and admissions activities are aligned with the overall strategy for the EMBA as well as across Executive Degrees, and the School as a whole and will be accountable for managing the delivery of recruitment targets. The Associate Director will also seek to develop corporate relationships with sponsors, encouraging team members to work with companies and individuals, including alumni, who can nominate and sponsor candidates. He/she will be excellent at stakeholder management and will work closely with colleagues from Executive Degrees and the MBA programme to create synergies within recruitment plans. The AD will also work closely with the marketing and programme services colleagues to ensure effective marketing of the programme to attract and retain high quality applicants.

Responsibilities

In order to fulfil this role, the AD, EMBA Business Development and Recruitment will:

- Work with the EMBA Programme Director to oversee a business plan for recruiting two cohorts of high calibre candidates each year.
- Lead the work to deliver on diversity targets and to bring in new scholarships or sponsored places for the programme.
- Ensure the programme meets its target of 140 students per academic year.
- Manage and be accountable for the programme recruitment/admission/marketing budget.
- Ensure that the programme maintains a global presence in key markets.
- Work closely with other members of the wider Degree Programmes recruitment team, including part time and full-time degrees to create synergies and align activities and learning.
- Ensure that the team work closely with the central marketing department, including the Associate Director for Programme Marketing and the Senior Campaigns Manager, EMBA.
- Develop and oversee the recruitment, yield and admission activities, in person and in the virtual space.
- Attend admissions and scholarship committee meetings.
- Present the work of the School to external audiences using a variety of routes (including via the web, in presentations and through personal networking).
- Analyse trends in enquiries and student requirements, use this to inform the student planning processes as well as programme development.



- Be aware of the range of typical individual and organisational learning needs that Executive Degree Programmes must address, and the learning experience.
- Keep up to date in terms of the capabilities and current research interests of Saïd Business School faculty and key associates.
- Manage the team.
- Provide direction to relevant colleagues in relation to proposals and ongoing client relationships.
- Take responsibility for developing account plans for key degree programme corporate clients, spanning several years and broadening the client revenue stream to include other School offerings where appropriate.
- Maintain excellent working relationships with faculty, programme directors and administrators to design new ways of attracting high quality individuals.
- Take the lead in co-ordinating the overall promotion and business development for the EMBA within the portfolio, ensuring consistency of messages and an approach which aligns the overall strategy of the School.
- Maintain excellent relationships with alumni, in order to increase referrals which benefit the portfolio or enhance our standing in the rankings.
- Work closely with the programme services team to enhance the student experience and learning journey and allow smooth transition from “candidate” to “student”.
- Contribute to the annual Business School rankings exercise.
- Assist in the preparation of University reviews of programmes and proposals for new programmes.

- Develop and maintain expertise about the market to ensure that the School’s part-time qualifications remain competitive and take account of new developments, regularly doing benchmarks.

As a senior member of staff, the post holder will also be expected to contribute to the wider activities of Saïd Business School and be an ambassador for the School as a whole in external communities. The AD will embody the School’s core values, champion a respectful, purposeful, inclusive, and collaborative academic culture within the team and across the wider School.

Selection criteria

Essential selection criteria

- A good first degree or other high-level qualification/professional training
- A strong track record of achieving targets
- Evidence of managing budgets successfully
- Evidence of being able to work with internal/external team members to achieve results
- Experience of working in a matrix operation, ideally in a knowledge-intensive environment, with evidence of collaborative working across functional boundaries.
- Willingness to travel when appropriate to attend events designed to promote the programme portfolio and to visit corporate clients
- The ability to build strong networks
- The ability to use CRM software to track business development activities
- The ability to think and operate strategically, both at the operational and organisational level.
- The ability to operate successfully within a matrix structure.



- Commercially astute.
- Established builder of networks.
- Outstanding communication skills, both oral and written.
- Numerate: comfortable with budget oversight
- Well-developed time management skills
- An enthusiasm for reaching targets
- Confidence in decision-making and a natural inclination to solve problems, with the ability to maintain the long view and to sustain relationships.
- An optimistic approach to complex problems, along with determination and persistence to achieve goals in difficult circumstances.
- The ability to be persuasive and communicate well orally and in written form.
- Able to develop effective working relationships with administrative colleagues and senior faculty.

Desirable selection criteria

- Experience/understanding of the delivery of degree programmes in a business or professional school.
- Well networked within the Higher Education community.

Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at <https://www.jobs.ox.ac.uk/pre-employment-checks>.



About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford. For more information, please visit www.ox.ac.uk/about/organisation.

Saïd Business School

Saïd Business School blends the best of new and old. We are a vibrant and innovative business school, but yet deeply embedded in an 800 year old world-class university. We create programmes and ideas that have global impact. We educate people for successful business careers, and as a community seek to tackle world-scale problems.

We deliver cutting-edge programmes, including the highly regarded MBA, Executive MBA, a number of specialist MScs, a portfolio of custom

and open programmes and accredited diplomas for executives, and we undertake ground-breaking research that transform individuals, organisations, business practice and society. We are an international and outward looking School with our programme participants coming from more than 50 countries.

We seek to be a world-class business school community, embedded in a world-class University, tackling world-scale problems.

Sustainability

Saïd Business School is committed to the highest standards of environmental sustainability, preserving the planet for future generations and acting in a socially sustainable manner. As an employee you are expected to uphold these commitments in accordance with our Environmental Policy. You can learn more about our organisation's sustainability efforts at:

<https://www.sbs.ox.ac.uk/about-us/school/sustainability>.

Diversity and Inclusion

Oxford Saïd is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. We recognise that the broad range of experiences that a diverse staff and student body brings strengthens our research and enhances our teaching, and that in order for Oxford to remain a world-leading institution we must continue to provide a diverse, inclusive, fair and open environment that allows everyone to grow and flourish.

Oxford Saïd holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.



Our Values

To better understand our Values, what behaviours demonstrate them and how they are involved in your everyday work we have created the below descriptors.

Transformational

We challenge constructively, provoke thought, and influence and inspire others to develop.

Respectful

We are caring, supportive, appreciative, embrace difference and value each other's opinions.

Entrepreneurial

We embrace and encourage change and innovation. We are creative, flexible and brave.

Collaborative

We are stronger together. We are inclusive, approachable, listen to others and value good communication.

Purposeful

We are a community who believe in sustainable growth, and are responsible, principled and transparent.

Excellence

We are professional, focused and aligned, and have a responsibility to do the very best we can.

Wellbeing

Saïd Business School acknowledge the importance of wellbeing, in enabling people to thrive at work and ensure a work-life balance. It provides a number of initiatives to help support wellbeing and would encourage you to participate. At an individual level, wellbeing means recognising what helps us remain resilient and taking appropriate steps. If we experience difficulties, doing our best to rectify them and making our line manager aware of aspects that they could support us with.

Further information about Saïd Business School is available at www.sbs.oxford.edu.

Social Sciences

Oxford Saïd is a department within the Social Sciences Division, one of four academic Divisions in the University, each with considerable devolved budgetary and financial authority; and responsibility for providing a broad strategic focus across its constituent disciplines.

The Social Sciences Division represents the largest grouping of social sciences in the UK: home to a number of outstanding departments and to the internationally ranked Law Faculty; all are committed to research to develop a greater understanding of all aspects of society, from the impact of political, legal and economic systems on social and economic welfare to human rights and security. That research is disseminated through innovative graduate programmes and enhances undergraduate courses. For more information please visit <https://www.socsci.ox.ac.uk>.



How to apply

Applications are made through our e-recruitment system and you will find all the information you need about how to apply on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education or during career breaks (such as time out to care for dependants).

Please upload all documents **as PDF files** with your name and the document type in the filename.

All applications must be received by **midday** UK time on the closing date stated in the online advertisement.

If you currently work for the University please note that:

- As part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving.
- Although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full time post. If you are offered this post, and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.

If you need help

Application FAQs, including technical troubleshooting advice is available at <https://staff.web.ox.ac.uk/recruitment-support-faqs>.

Non-technical questions about this job should be addressed to HR.Recruitment@sbs.ox.ac.uk.

To return to the online application at any stage, please go to www.recruit.ox.ac.uk.

Please note that you will receive an automated email from our e-recruitment system to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.



Important information for candidates

Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at <https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>.

The University's Policy on Data Protection is available at <https://compliance.admin.ox.ac.uk/data-protection-policy>.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82** of 30 September before the 70th birthday. The justification for this is explained at <https://hr.admin.ox.ac.uk/the-ejra>.

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures <https://hr.admin.ox.ac.uk/the-ejra>.

There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equality of opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.



Oxford Saïd Exclusive Benefits

Wellbeing initiatives

Oxford Saïd runs an annual Wellbeing Day for all staff. In addition to this, there is yoga, healthy food deliveries, health MOTs and a range of other ad hoc programmes. Our excellent catering facilities provide a high standard of food, including healthy eating and vegetarian options at a subsidised cost.

Staff Summer and Christmas parties

Oxford Saïd like to reward all of their staff for their great work and their Christmas and Summer parties are our way of saying thank you. The Christmas party is for all staff and the summer party is for staff and their immediate family members, because we know how important family is to all of us.

Employee Assistance provider

Validium is an employee assistance and wellbeing consultancy that works in partnership with the Business School to provide staff and their immediate family with a free 24-hour per day helpline providing confidential information and counselling services on personal issues.

University of Oxford Benefits

Annual leave

38 days (inc. public holidays). Long service additional annual leave – up to 5 days per annum, pro rata for part time employees. Previous service within higher education sector can be recognised. An additional scheme enables staff to request to purchase up to 10 additional days in each holiday year.

Salary and salary sacrifice schemes

The University salary and grading structure allows for annual incremental progression until a scale-bar point is reached. This incremental progression is automatic. Additionally, there are salary sacrifice schemes for bicycles and electric cars. See <https://hr.admin.ox.ac.uk/staff-benefits>.

Pension

If you are on an academic or academic related pay scale (grade 6 or above), you are automatically a member of USS. Employer contribution is 14.5% and Employee contribution is 6.1%.

If you are on a pay scale other than academic or academic related (grade 1-5) you are automatically a member of OSPS. Employee contribution can be between 4%- 8% and Employer contribution 6%-10%.

University discounts

All University staff can purchase a NUS Extra discount card for £12 for 12 months (£22 for 2 years, £32 for 3 years) which gives access to numerous exclusive offers and discounts from many popular retailers. There are a wide range of other discounts from external companies available using a university card.

University Club

Membership of the University Club is free for all University staff. The University Club offers social, sporting and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room and swimming pool. See www.club.ox.ac.uk and <https://www.sport.ox.ac.uk/>.

Access to Oxford buildings

Free access to a number of Oxford colleges, Botanic Gardens, Harcourt Arboretum, Wytham Woods and discount at numerous restaurants/shops.





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www.sbs.oxford.edu

All information is correct at the time of going to press.

Please check our website for the most up-to-date information.

Saïd Business School, University of Oxford