



Career Coach and Employer Engagement Manager (Financial Services)

Hybrid (two days per week onsite), Park End Street, Oxford and Egrove Park, Kennington
Grade 8: £48,235 - £57,255 per annum including the Oxford University Weighting of £1,500 per annum

Permanent, full time (37.5 hours per week)

Saïd Business School, University of Oxford

Vacancy reference: 177048



The role

The role has two main facets. Firstly, to be a Career Coach to the University of Oxford's Saïd Business School post-graduate students aiming for a career in Financial Services. These include our pre-experienced MSc Financial Economics (MFE) students, our MSc Law and Finance (MLF) students, our MBAs, our Executive MBAs, and associated alumni students. The role holder will provide expert coaching, advice, and labour market information to these students. Secondly, the role will also include maintaining, establishing and developing relationships between Saïd Business School and global external employers in the Financial Services sector who currently or potentially will recruit our students. The successful candidate will be a member of the existing Finance Careers team which currently consists of two coaches/employer engagement managers and one dedicated employer engagement manager, and will report to the Head of Finance Careers and Early Careers. This team sits within the wider Career Development Centre team at Saïd Business School.

Success will be measured by student coaching feedback, the development of strong and enduring relationships with employers, a growing number of hires in this significant employment sector, and in the longer term, by positive impact on School rankings. Significant numbers of Saïd Business School graduates have traditionally been employed in Financial Services, and this continues to be the case. Major players in Banking, Asset Management, and Private Markets pay premium salaries for the exceptional talent they find at the School, which materially impacts the external rankings.

Responsibilities

Coaching and Careers advising

- 1-1 meetings with students aspiring to work in the sector.
 - Coaching individual students on goal setting for a career in the sector, mapping the steps required to achieve success.

- Helping students to : analyse their skill set and to position this to match their target companies' culture and profile; to understand the fit between their experience and the roles they aspire to.
- Providing students with specific sector knowledge and advice, signposting potential leads and contacts to support their job search.
- Career advice and coaching on CVs, cover letters, interview preparation, salary negotiation, and other general careers coaching.
- Ongoing coaching throughout the programme where needed to enable students to develop maximum potential and fit for their career aspirations.

N.B. A flexible approach is needed as the role holder will be required to attend careers events on some evenings and occasional weekends as well as making themselves available on occasion to fit in with student timetables.

Relationship with Oxford Business Networks (OBNs)

- Regular and close liaison with student leaders of relevant OBNs (student-lead 'Clubs') to facilitate contact with employers and recruiters. Encouragement of a climate of peer-to-peer support and the establishment of opportunities for joint OBN and career-related events with practitioners/alumni from key firms in the sector.

Marketing

- This will require the understanding of global talent trends in the Financial Services sector, the hiring requirements of our target employers in this sector, and their positioning within a highly competitive marketplace:
 - Their strategy for growth and development, recognition of where this may be subject to change in response to



global and/or local market conditions and the tactics of market penetration.

- The nature of their work, how they select and hire new employees, key stakeholders and the preferred profile for hires.
- Understanding how to leverage the rationale for changes in hiring policy and strategic relationships with Business Schools to promote the Saïd Business School as the 'School of Choice' for hires, to ensure that the School is represented on preferred lists in on-line application processes.
- This position will have significant exposure to external company contacts and students. It requires a candidate skilled at relationship building and networking at all levels, often senior manager/director level, within an organisation.

Relationship Management/Business Development

- Increasing the number of job opportunities in the Financial Services sector for Saïd Business School students
- Enhancing existing and new relationships with selected company practitioners and recruiters from the Financial Services firms who recruit from the School and which students typically aspire to work for. Actively networking with senior management to raise the profile of the School and its students.
 - Making regular visits to firms' head offices inside and outside the UK to manage, maintain and develop relationships, and to extend and leverage the commitment of their senior management to the School.
 - Liaising with Alumni in these firms to strengthen support for the School with the firms and involving them in recruitment activities where appropriate.
 - Provision of formal or informal presentations and updates about

developments at the School and across its programmes.

- The jobholder will be required to have excellent communication and presentation skills for this purpose. In depth research will be required and it is expected that they will come with and further acquire detailed knowledge of the operation of the sector, the range of Financial Services firms and keep abreast of changes within firms and the wider sector. They will have detailed knowledge of the operation and recruitment processes of the key firms of interest to Saïd Business School students and substantial knowledge of other firms across the sector. Actively reading and tracking developments in the sector and within target firms in order to predict recruiting trends and respond to changing hiring needs.
- Identifying and cultivating new business development opportunities.
 - Seeking out and meeting with new companies to introduce them to our student talent. Proactive initiation of new leads and actively forging new relationships with Partners and senior management of key firms in the sector.
 - Networking with senior practitioners and senior HR professionals across the sector to develop new business
 - Maximising potential employer penetration, so that the School is viewed as a priority target school in high-profile employers from this sector;
 - Delivery of suitable recruitment opportunities to students in these firms.
- Represent the School, hosting Financial Services companies' on-campus, recruitment presentations and interviews. Full responsibility for ensuring events relevant to this sector are executed to the highest possible standard.



Selection criteria

Essential selection criteria

- Excellent knowledge of the Financial Services sector and its campus recruitment appetite and processes.
- The empathy, rapport building, resilience and interpersonal skills required to coach individuals through career transitions. The ability to adapt your approach according to different audience needs.
- Designing and delivering engaging career and talent development activities to groups and individuals is essential, in either a Business School or employer context.
- Experience of senior client relationship management
- Strong communication, marketing, networking, and business development skills
- Excellent administrative and organisation skills
- A positive attitude and a flexible approach
- Great team player
- Ability to use initiative and handle sensitive materials with respect and discretion
- Comfortable using CRM systems; some experience with virtual learning environments; social media (Twitter, LinkedIn, online discussion & job boards etc) experience is also beneficial

Desirable selection criteria

- Previous work experience in a front-line role at a Financial Services organisation and/or first-hand experience of recruiting for or into financial services organisations.
- Foreign language skills could be an asset in working with some of our clients from different regions, especially Mandarin or Cantonese.

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