

Head of Built Environment Futures Assembly

Job Specification

Date created: May 2025

JOB DESCRIPTION

Employment status: Permanent, part time

Hours: Full time hours at UCEM are 35 per week, Monday to Friday 9.00 a.m. to 5.00 p.m. and this role has part time hours of 21 per week. Working pattern can be discussed at interview

Location flexibility: The place of work for this role is **Remote**, spending your total working time at home, which must be within the UK

Working at home is only possible if your environment meets certain conditions – see the **Attachment** to this Job Specification document – and if not, you need to work at Horizons

You may, on occasions, be asked to attend the Horizons office or external partners to attend business-critical meetings or training events

Department: Vice Chancellors Office

Line manager: Aled Williams, Executive Director Built Environment Futures Assembly

Role summary

This is a new role created to lead the development and implementation of the new Built Environment Futures Assembly (BEFA). BEFA is a newly established initiative that aims to have a positive effect on shaping the Built Environment, addressing key sectoral challenges through engagement, education and collaboration. As the Head of BEFA, you will support, connect and interact with a wide variety of stakeholders to actively inform policy and practice.

You will support in enabling BEFA, which is centred on professionalism, education, future skills, sustainability, inclusion and placemaking. These serve as a platform for collaborative workstreams, initiatives and actions needed to create a better built environment.

Your key responsibilities will be to:

- Facilitate strategic engagement with Industry, Government, Professional Bodies and Education
- Drive collaboration to address industry challenges aggregating the best thoughts/ideas on key sector issues
- Inform decision makers to shape policy & practice by presenting evidence-based outputs
- Generate evidence & new knowledge enabling BEFA to advance its views and priorities

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Role accountabilities and responsibilities

Strategic

- Lead the ongoing development, delivery and implementation of the Built Environment Futures Assembly (BEFA), ensuring alignment with stakeholder needs and maintaining high quality standards.
- Contribute to the UCEM's wider influencing strategy by shaping and driving BEFA progress against agreed objectives and priorities.

Tactical

- Lead the planning, co-ordination and management of BEFA events, publications and thematic initiatives.
- Devise and deliver an annual programme of engagement activities based on key themes and topics.
- Build and maintain networks across key decision-making forums, including the BEFA's Strategic Advisory Board and thematic workstreams, ensuring active engagement and collaboration.
- Enhance external perceptions of BEFA and position as a trusted advisor to Government, professional bodies and other external stakeholders on built environment issues.
- Enable and support the delivery of strategic projects that address critical challenges in the sector.

Operational

- Organize and facilitate workshops, roundtables, and stakeholder meetings (in-person and virtual) to explore and address key industry themes and challenges.
- Collaborate with stakeholders to produce a range of high-impact materials (e.g., reports, white papers, videos, podcasts) to inform and influence target audiences effectively.
- Contribute to developing an evidence base through qualitative and quantitative research (including data analysis for reports and publications).
- Monitor policy developments, government announcements, and sector activities to identify engagement opportunities and ensure the BEFA remains proactive and relevant.
- Develop briefings on current developments on key announcements, legislative developments that impact the BEFA's focus areas.
- Support communication efforts by proactively contributing content for internal and external channels, showcasing the BEFA's work and achievements.
- Facilitate effective governance and oversight of the BEFA through internal or external committees or similar groupings.

Internal

- Provide BEFA related expertise and advice across UCEM, participating in cross-organizational events and initiatives to align efforts and share insights.

Line management responsibility:	NONE
Budget responsibility:	YES - you will need to act within an assigned budget
<u>In this role you will liaise with:</u> Internal stakeholders such as the Academic team and Marketing team, and external stakeholders such as Government departments and agencies, professional bodies and industry representatives	

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PERSON SPECIFICATION

Assessment Criteria: A = Application I = Interview T = Test

X denotes both essential and desirable requirements plus how these will be assessed

Qualifications and training	Essential	Desirable	A	I	T
Degree level qualification	X		X		
A post-graduate degree or professional qualification		X	X		
<i>Please be aware that as part of onboarding processes, we will seek original documentary evidence of the relevant academic and/or professional qualifications which you include within your job application</i>					
Previous experience	Essential	Desirable	A	I	T
Developing, maintaining and building networks; engaging high level external stakeholders and managing productive relationships	X		X	X	
Working within the Built Environment, Higher Education or related sectors	X		X	X	
Project management experience	X		X	X	
Event management experience		X	X	X	
Experience of presenting information and data in formats for a range of audiences, including report writing		X	X	X	
Skills, knowledge, and aptitudes	Essential	Desirable	A	I	T
Proven leadership & management skills	X		X	X	
Ability to build working relationships with a range of stakeholders	X		X	X	
Ability to analyse and accurately interpret data from various sources to inform and challenge policy positions	X			X	
An understanding of the dynamics between Government, regulators, professional bodies, education and industry	X		X	X	
Written and verbal communication skills	X		X	X	
Ability to work collaboratively in a high performing team and in a complex and widely spread organisation	X			X	
Ability to plan and achieve agreed deliverables against objectives	X			X	
Self-motivated and proactive	X			X	
Digital skills: We use MS Office which includes Teams, Outlook, Word, Excel, and PowerPoint	X			X	

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Other requirements or special requirements	Essential	Desirable	A	I	T
Alignment to the UCEM core values of Passion, Integrity, Excellence and Support; all employees are expected to demonstrate our values at work: https://www.ucem.ac.uk/core-values/	X			X	
Commitment to delivering positive outcomes for our students; we want our students to be successful	X			X	
You must be prepared to undertake compulsory online training should you be appointed; this includes Data Protection, Health & Safety, Safeguarding, Prevent, EDI, and Anti-bullying, Harassment and Sexual Misconduct	X			X	
Able to undertake business travel as necessary	X			X	

PAY & BENEFITS

- Salary range £50,000 to £58,000 per annum (Full Time Equivalent).
- 26 days paid holiday (rising to 28 with service) plus paid bank/public holidays plus up to 5 paid closure days (typically between Christmas and New Year); all per holiday year Full Time Equivalent. Our holiday year runs from 1 August to 31 July. We also have a holiday buy and sell scheme in place. Sometimes UCEM does not need to close for 5 days per year and any balance, for example 1 day, can be used as a paid Wellbeing Day to take time out for your own physical or mental health.
- Pensions auto-enrolment to the People's Pension salary exchange scheme (the term we use for salary sacrifice). You may opt out of salary exchange but remain in the scheme, or you may choose to opt out altogether.
- Policies in place for all types of family-friendly statutory leave with enhanced pay available from day one of employment (in addition to statutory pay, where applicable).
- Wellbeing support and full access to the Employee Assistance Programme, as well as the Thrive Mental Wellbeing app. Several UCEM employees are trained Mental Health First Aiders and can support staff.
- Cycle to Work and Electric Vehicle salary sacrifice schemes and access to Tax-Free Childcare (Government scheme).
- For Horizons based roles, we may in the future be able to offer parking on site however you must not assume this will be possible. Every now and then we may have a spare parking space become available and you can ask to join the waiting list. UCEM is keen wherever possible, to encourage staff to commute as sustainably as possible.
- Life assurance cover.
- Employer-funded Health Cash Plan (Simplyhealth) and voluntary dental insurance (Unum).
- Charity giving options available including one voluntary paid day, per annum.
- As a UCEM employee you will have access to Microsoft Office 365 applications for personal use. You will also have access to range of lifestyle discounts (savings on everyday purchases) and access to two learning platforms.

On the Join the team page of our website, you will find the full list of employee benefits at UCEM

APPLICATION PROCESS

IMPORTANT! All job applications must be sent to recruitment@ucem.ac.uk and if you apply via a jobs board, please make sure you have sent all required documents otherwise we will be unable to consider your application. In addition, if you apply for this job on the recommendation of an existing UCEM employee, please make sure to mention their name within your application.

To apply for this role, please send the following to recruitment@ucem.ac.uk (you will receive an auto-response):

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1. Your up-to-date CV;
2. A covering letter or email message outlining your suitability* for the role; AND
3. A completed **Recruitment Check Form** which is available from the *Current vacancies* page of our website.

The above items constitute a **complete** job application.

*We hope you take time to consider the UCEM values when you prepare your job application. You may also wish to consult our vision and strategy document: <https://www.ucem.ac.uk/our-vision/>

We are committed to driving forward our sustainability agenda to secure a sustainable future and our long-term ambition is to be the world's most sustainable university. We recommend you visit our website to find out more about our **Sustainability Strategy**: <https://www.ucem.ac.uk/sustainability/>

If you are an existing UCEM employee, we request you inform your current line manager of your intention to apply for this role.

NO AGENCIES: We are not using agencies for this vacancy, and we cannot accept any CV submissions. Please do not contact us as we can only repeat this message.

Informal discussion

If you are unsure whether to apply, perhaps because you do not meet all essential criteria, we encourage you to call the hiring manager to discuss this further (details below). If you are excited by this vacancy do not rule yourself out; it still might be worth applying.

For an informal discussion about the role please contact Aled Williams on 0118 9214763 or email a.williams@ucem.ac.uk

For any other enquiries please contact HR on 0118 467 2454 / 2433 or email recruitment@ucem.ac.uk

Closing date and next steps

Thursday 12 June 2025 at 5.00 p.m.

HR will screen all applications in person and all applicants will receive a response confirming the status of their application. We value the time taken to make a job application and the interest shown in UCEM.

Interview details

Dates for interview will be advised to you later in the process.

Please indicate on your Recruitment Check Form any dates that you cannot make, up to 4 weeks from the closing date. This helps us to plan interviews should you be shortlisted, prior to contacting you.

Applications may be reviewed prior to the closing date and occasionally, you may be invited to interview ahead of the closing date.

Interviews are normally carried out over Zoom, Microsoft Teams, and we may invite you to visit our Reading office, especially when this is your place of work.

Please be prepared for a two-stage interview process, held on different dates. As part of the interview process, you will meet with a member of the Senior Leadership Team. Sometimes we may conduct a telephone interview at first or second stage.

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Equality, diversity, and inclusion

Here at UCEM we champion equality, diversity, and inclusion in our workforce. We celebrate diversity and the strengths it brings to our staff body, our student community and our Board of Trustees, recognising that people are key to our success. Our aim is to attract, develop and retain a diverse workforce, therefore we welcome and encourage applications from all backgrounds.

Pre-employment checks

UCEM undertakes thorough pre-employment screening as part of its recruitment process. Given we have contracts with Government offices, we make sure our checks comply with the Baseline Personnel Security Standard (BPSS). Checks will include identity, right to work, basic disclosure criminal record check, and three years of employment history.

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Attachment – homeworking environment

UCEM is a **flexible employer** and flexibility is built into different places of work location. As such, it is reasonable to ask employees to adhere to some **general principles and ways of working**, in order to make sure flexibility offers value to everyone, including UCEM.

In addition, if all or part of your working week involves working at home, your home environment must meet certain conditions. Otherwise you will be required to work in the office at Horizons.

General principles

- All employees regardless of place of work will be required to take an online Display Screen Equipment (DSE) assessment and repeat this at such intervals as may be instructed by the Facilities Management Team. The purpose of this is to look after your health and safety at work.
- All employees must adhere to UCEM IT Security and Data Protection policies in their place of work.
- All employees will be expected to be accessible to colleagues during their normal working hours and ensure their Outlook Calendars reflect the accurate place of work.
- All line managers will be expected to be accessible to their team and will be responsible for ensuring the performance of their team.

Remote (Home) requirements and conditions

- Where your place of work involves working at home, you must have suitable conditions in which to work.
- As a minimum, your UK home location must be able to accommodate the UCEM technology and equipment. What this means in practice is that you must have sufficient space in which to house the technology and equipment safely and securely.
- In all cases, UCEM technology and equipment can only be handled and used by you, the employee. It must not be accessible to any other household member, at any time.
- When you are working remotely as part of the DSE assessment, you will be required to provide evidence that your working environment meets DSE requirements, such as providing a photo of your workstation setup.
- You must also provide a secure and reliable internet connection which allows you to work as effectively as if you were in Horizons, **including undertaking video and audio calls and connecting permanently to the VPN.**
- In the case of known broadband outage you should plan to work at Horizons or elsewhere – noting that elsewhere must still meet the place of work requirements. Should you be unable to do either of these options, you will be required to take holiday. In the event of unexpected outage, you should discuss with your line manager whether you need to find an alternative place of work or take holiday.
- For the avoidance of doubt, the provision of the required broadband, will be self-funded.
- It is expected that you will house technology and equipment at a suitable work desk, which gives you the space needed to work safely and confidentially. This space in your home must be away from other household users, such as space in a room which is not frequented by other household members.
- Your work environment must remain professional at all times. This means you must be able to work remotely without interruption from household members and noise, and your surroundings should mirror what an office environment would look like (clean/tidy, free of clutter and distractions).
- It is not appropriate to work from a sofa or other location which is not in keeping with presenting a professional work environment. Opting to use the blurring function on Teams/Zoom is not an acceptable workaround.
- If you do not have space to accommodate these requirements or your circumstances change, you are not permitted to work at any location other than Horizons.