

Member Engagement and Reward Consultant

Information for applicants

January 2022

Introducing ECC

Thank you for your interest in joining ECC.

We are a not-for-profit member consortium, and the leading provider of role analysis solutions in Higher and Further Education, with sector-specific products and services proven over many years.

This is a time of change and opportunity for us, and despite continued challenges within the sector we have seen significant growth in consultancy and training in recent years.

This year we anticipate growing demand, particularly in further education, and we are continuing to broaden our training and events programme.

We are also increasingly working with other sector organisations, and seek to find more innovative and effective ways of serving our members.

This role offers a real chance to influence these changes, and to work directly with the HR teams of a large number of university and college consortium members across the UK.



Nicholas Johnston

Nicholas Johnston
Chief Executive

About ECC

ECC (Educational Competencies Consortium Ltd) is a not-for-profit consortium of organisations in the higher and further education and related sectors.

Purpose

To enable excellence and equality in reward practice.

Vision

To be recognised as the leading and impactful 'go to' job evaluation and reward specialist provider for organisations in the education and related sectors.

Values

Members come first

We are a consortium formed of the HE/FE sector for the sector: our decisions and actions benefit our membership and we are committed to service excellence for our members.

Creating value through innovation

We anticipate challenges and changes, and find practical ways of helping members, clients and partners to respond to them.

Fairness and equality

Our approach to excellence through people, performance and reward is founded on fairness and equality.

Collaboration

We are a consortium and place great value on working with and through others.

To bring that vision into reality our consortium provides 127 member organisations with high-quality role design and analysis products, and bespoke services.

Our Products and Services

ECC members benefit from a focused range of products and services that includes:

- **Role design and analysis tools** (HERA / FEDRA), uniquely developed by and for Higher and Further Education.
- **ECC Online**, our cloud-based secure software database allowing members to record, score and store roles to analyse data, determine reward practice, and produce reports that support business processes.
- Expert **consultancy and training** to support HERA and FEDRA implementation and reward, including data gathering, consistency checking, pay modelling, and reward package design and appeals procedures.
- A range of **training, networking and development events** covering role analysis, use of labour market data, and HR challenges and solutions including reward, well-being, global mobility, and pensions.
- **Bespoke people management interventions** using the outputs from successful implementation of job evaluation. These can support the recruitment, selection and induction of new staff; provide data to help managers conduct performance and development reviews; inform development plans; explore the use of competencies and market supplements to recognise and reward senior staff; and support proactive talent management.
- A **comprehensive Labour Market Data** service including market trends, bespoke pay comparator reports, and an International Pay Calculator within our ECC Online software

Our Consultancy Approach

Our team of highly skilled Consultants has a proven track record of helping organisations to improve human resources and business performance by delivering a variety of projects.

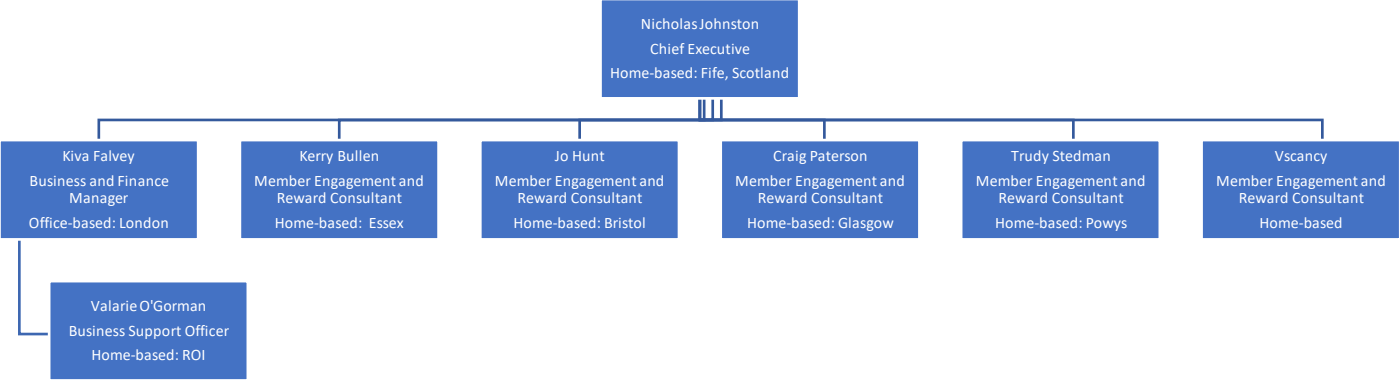
We work with consortium members and other sector clients to analyse existing practice and design robust and flexible processes that support continuous improvement. Although a portfolio of member organisations is agreed with each Consultant upon appointment, our Consultants work together, sharing ideas and knowledge so that members benefit from the diverse experience of the whole team.

Members receive a day's consultancy or training per annum at no charge, as well as ongoing ad hoc support, information and advice from their designated Consultant.

Company structure

ECC is a not-for-profit company limited by guarantee. Our non-executive directors are drawn from our member organisations; many of our Board members are HR Directors of universities or colleges.

ECC has eight staff, the majority of whom are part-time and work from home.



Working for ECC

The Member Engagement and Reward Consultant salary is £51,646 (full time) pro rata.

There may be opportunities to deliver fee-earning consultancy and training in addition to contracted salary. Around 150 fee-earning days per annum are delivered across the team.

Employees receive their normal remuneration for all Bank and Public Holidays and receive a further 25 days (full time) pro rata holiday in each holiday year.

The post is home-based, and ECC provides ICT equipment, training and support to enable this. Flexible working is encouraged and actively supported. We were able to adapt to the travel restrictions brought about by COVID-19 quickly and effectively, as most staff were already home-based. Almost all training and consultancy is now delivered virtually, using Zoom or Adobe Connect, and although we look forward to face-to-face delivery when possible, it is likely that we will maintained a blend of remote and in-person delivery for the foreseeable future.

Team meetings are currently held virtually six times a year. When held face-to-face these have usually taken place in London.

Staff are entitled to join the Universities Superannuation Scheme (USS). USS is contracted out of the State Earning Related Pension Scheme.

Application process

The closing date for applications is **12pm on Monday 7 February**.

You should send a CV with a Supporting Statement (maximum 1200 words) describing how you meet the requirements of the role, to contactus@ecc.ac.uk

The selection process will take place online.

Shortlisted candidates will be invited to

- complete an occupational personality questionnaire,
- deliver a concise presentation, and
- attend a competency-based interview.

Individual presentations and interviews will take place via Zoom, on 9, 10 or 11 March.

ECC members

We have 127 members across the UK. The majority are universities and colleges of higher and further education, with a small number of research institutes and an independent school. We also deliver contracts for a number of non-member organisations.

A portfolio of member organisations (20-30, depending on contracted hours) will be agreed with the successful candidate upon appointment.

Our current members are:

Aberystwyth University	Lancaster University
Aston University	Leeds Arts University
Bangor University	Leeds Beckett University
Bath Spa University	Leeds Trinity University
Bishop Grossteste University	Liverpool Hope University
Blackburn College - holiday	Liverpool John Moores University
Brunel University London	Liverpool School of Tropical Medicine
Bucks New University	London Metropolitan University
Canterbury Christ Church University	London School Hygiene & Tropical Medicine
Cardiff Metropolitan University	London School of Economics & Political Science
Cardiff University	London South Bank University
Churchill College	Manchester Metropolitan University
City of Glasgow College	Middlesex University
Courtauld Institute of Art	Newman University, Birmingham
De Montfort University	North East Scotland College
Durham University	Northumbria University
East Sussex College Group	Norwich University of the Arts
Edge Hill University	Nottingham College
Edinburgh Napier University	Oxford Brookes University
Falmouth University	Plymouth College of Art
George Watson's College	Plymouth Marjon University
Glasgow Caledonian University	Plymouth University
Glasgow Clyde College	Queen Margaret University
Glasgow Kelvin College	Robert Gordon University
Glyndwr University	Rose Bruford College
Goldsmiths, University of London	Royal Academy of Music
Guildhall School of Music and Drama	Royal Agricultural University
Harper Adams University	Royal College of Art
Heriot Watt University, Edinburgh	Royal College of Music

Royal Holloway, University of London
 Royal Northern College of Music
 Royal Veterinary College
 Sheffield Hallam University
 SOAS University of London
 Solent University
 St George's, University of London
 St Mary's University College, Belfast
 St Mary's University, Twickenham
 Staffordshire University
 Stranmillis University College
 Swansea University
 Teesside University
 The Alan Turing Institute
 The Glasgow School of Art
 The Open University
 The Royal Central School of Speech and Drama
 The University of Abertay, Dundee
 The University of Dundee
 The University of St Andrews
 Trinity College Cambridge
 Trinity Laban Conservatoire of Music & Dance
 Ulster University
 University College Birmingham
 University College London
 University for the Creative Arts
 University of Aberdeen
 University of Bath
 University of Bedfordshire
 University of Bolton
 University of Bradford
 University of Buckingham
 University of Cambridge
 University of Central Lancashire
 University of Chester
 University of Chichester
 University of Cumbria
 University of East Anglia
 University of East London
 University of Essex
 University of Exeter
 University of Gloucestershire
 University of Greenwich
 University of Hull
 University of Law
 University of Leeds
 University of Lincoln
 University of Liverpool
 University of Manchester
 University of Northampton
 University of Oxford
 University of Portsmouth
 University of Reading
 University of Roehampton
 University of Salford
 University of South Wales
 University of Stirling
 University of Suffolk
 University of Sunderland
 University of Sussex
 University of the Arts London
 University of Wales Trinity Saint David
 University of West of England
 University of Winchester
 University of Wolverhampton
 University of Worcester
 University of York
 Writtle College
 York St John University