

# **STUDENTS AS RECRUITERS CAN 2017, University of Exeter Friday 21<sup>st</sup> April 2017**

Becky Lees  
Student Engagement Officer, University of Chester

Alysha Adams  
Student as Recruiter Representative, University of Chester

@UoC\_SE  
[studentengagement@chester.ac.uk](mailto:studentengagement@chester.ac.uk)



University of  
Chester

Academic Quality  
and Enhancement

Student  
Engagement

# Background

- Expanding university, 2006 - present
- Partnership approach, 2012-2014
- Student Engagement Strategy: Every student, every journey 2015-2018
  1. Student Engagement in academic quality assurance and enhancement
  2. Student engagement in learning and teaching enhancement
  3. Further support for student engagement for staff and students
  4. Student engagement in university governance and decision making



# Students as Recruiters

A pool of students who are trained and supported to play an **active role** in the recruitment process of prospective staff who wish to join the university.

## Recruitment

- Recruitment window Sept-October
- Open to all Level 5,6,7 and PGR students
- All students had to apply and attend an interview with Student Engagement Officer, Assistant Director HR, SU Sabbatical officer



# Training

Learnt about how typical recruitment process work, from beginning to end

Insight into the other side of the process

Laws- discrimination laws and data protection

Thinking as an employer rather than an applicant



# The role

- All student facing departments are given the opportunity to have a SaR representative as part of their recruitment process
- All departments recruiting decide to what extent they want students as part of the process e.g. on an interview panel, teaching session, presentation or as an observer
- Academic Presentations from prospective employees- engaging with discussion and providing feedback
- Gave insight into how those recruiting evaluate prospective employees
- Interview Panel and working with HR- insight into what is expecting of future employees and challenges faced by HR



# Benefits and Challenges

## University

- Sends a strong message to candidates about how we work with students
- Provides staff with additional opportunities to engage with students in a different way
- Unique selling point of the university

## Students

- Gives a unique insight into how recruitment and selection works
- Provides them with advanced training in equality and diversity, data protection and recruitment and selection
- Points towards Chester Difference Award (CDA)
- Confidence and a new experience

## Challenges

- Student engagement
- Staff buy-in
- Experience as an SaR dependent on the chair of the recruiting panel



# Impact of partnership

Now the scheme has students engaged we want to take this further

We would like students to have further involvement in the recruitment process- observing the recruitment process from identifying the needs for a role, to reviewing CVs of prospective candidates and observing or participating on interview panels

This has possible risks, however hopefully in time we can reach this point of further student collaboration in the recruitment process



## Thank you

“The training provided an invaluable knowledge when interviewing candidates. It was quite a daunting task interviewing for an important role, but I was able to ask candidates a range of questions about their presentations and obtain further information on the speed networking panels. The staff were extremely supportive and I felt that I offered a different perspective i.e. a student experience viewpoint.”

“The presence of a student gives a positive impression on University policies and processes, and ensures that the candidates understand that the student is at the heart of all decisions.”



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