

Northumbria
University
NEWCASTLE

**OUR
EXCEPTIONAL
PEOPLE**



Jane Embley
Chief People Officer

Introduction from our Chief People Officer

I am pleased to introduce Our Exceptional People, which outlines Northumbria University's ambitions as an employer.

Our success depends on how well we work together. Everything we've achieved so far is thanks to the incredible contributions of our colleagues, students, and partners - our exceptional people - who foster a collaborative and supportive community. Together, we tackle challenges locally, nationally and globally, making bold and innovative progress toward our strategic ambitions. Our strategy stories showcase the remarkable impact we achieve when ambition, talent and commitment come together.

Our Mission, Vision, Values, and Behaviours shape what we aim to achieve and how we work as a team. At Northumbria, we are committed to creating a workplace where everyone feels valued, proud to work and supported to thrive. Fairness and belonging are at the heart of everything we do because we believe that when people feel included, they can deliver their best work.

This commitment isn't just about words - it's our promise to recognise and celebrate the unique talents and passions each person brings. We want to equip everyone with the tools and opportunities to support growth, success and a shared sense of purpose.

To achieve this, we are focusing on four key priorities:

1. Building the Right Team:

We attract talented people by offering meaningful and challenging work in a supportive environment that reflects our Values and Behaviours. This approach helps us to create a strong and thriving team.

2. Helping People Develop and Grow:

We provide opportunities for continuous learning and invest in leadership development to empower everyone to succeed and meet future challenges.

3. Fostering a Community Where Everyone Belongs:

We are committed to building an inclusive environment where everyone feels respected, valued and heard. We take meaningful steps to welcome diversity and promote inclusion and engagement.

4. Creating a Workplace Where People Thrive:

We want Northumbria to be a place where people enjoy their work, feel supported, and have the resources and flexibility they need to succeed.

Our Mission

We change lives through education and research tackling the global challenges of our age to transform society and the economy.

Our Vision

Northumbria University in 2030.

Through our world-leading research and transformative education, Northumbria University enables people from all backgrounds to succeed and supports businesses and communities in the North East, London and beyond to thrive.



OUR STRATEGIC AMBITIONS

Three interconnected changes of equal priority to deliver our Vision.

Our Strategy sets out three interconnected Strategic Ambitions of equal priority that will deliver our Vision, be distinctive and make a difference to our communities.

These are the most significant changes we will make between 2024 and 2030.

They apply to all of our academic disciplines and - as appropriate - our regional, national and global activity.



OUR COMMITMENTS

How we will act in delivering our Strategic Ambitions.

We will only achieve our Vision through the talents of our staff and students, in partnership with others, and by ensuring we are financially sustainable.

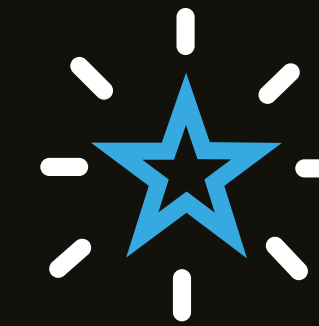
Building on this, we are choosing to make five Commitments about how we will act while delivering our Strategic Ambitions and everything that we do.

Our Values and Behaviours Guide Us

Our purpose is grounded in our Values and Behaviours which define what matters to us and how we work at Northumbria. Co-created with colleagues, they guide our decisions and actions and help us to achieve our goals.

Our people bring these Values and Behaviours to life. We turn words like 'respect,' 'listening,' and 'trust' into action, and support each other to succeed. We count on you to integrate these Values into our policies, systems and processes. By embracing these principles, we create a workplace where everyone can feel included, supported and able to thrive. And when our people thrive, Northumbria does too.

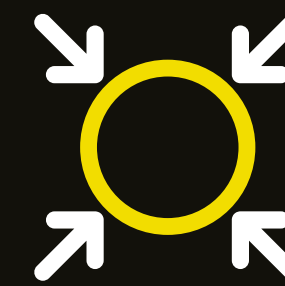
OUR VALUES



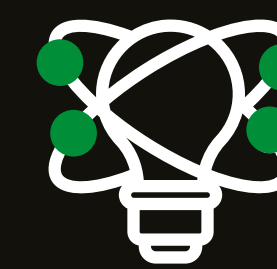
Academic Excellence



Collaboration



Inclusivity



Innovation



Ambition

OUR BEHAVIOURS



We listen and learn



We support one another to succeed



We respect everyone and their contributions



We trust in ourselves and each other



We are bold



We Take on Tomorrow. Together.

Our people lead the way, pursue new thinking and drive discoveries that will shape the future.

We are tackling some of the world's biggest challenges head on to fight disease, help people live longer and have healthier lives and protect the planet. Our world-class academics use their research to power their teaching, inspiring the next generation of innovators, visionaries and change makers to transform lives and make a remarkable impact on the world.

Watch [our video](#) to learn more.

#TakeOn Tomorrow

Our People Priorities

We succeed by creating a workplace where everyone feels valued, included, and empowered. Everyone in our community brings unique talents, skills, and passions. That's why we focus on giving you the tools, support and opportunities you need to grow and succeed.

Our key priorities are:

1. Building the Right Team:

We hire people with the skills, experience and passion to help us reach our goals, and who share our Values and Behaviours.

We want you to stay with us and grow. At Northumbria, you'll find meaningful work that brings a sense of pride. We recognise and reward your impact and contributions fairly, so you feel valued and appreciated.

We encourage creativity and curiosity and welcome new ideas. In an environment full of energy and enthusiasm, we expect you to take charge of your work, be bold, challenge the status quo and stay passionate about making a difference. Together we create impactful results.

We're focusing on:

- Offering attractive terms and conditions to help us hire the right people and encourage them to stay.
- Developing a Reward and Recognition Framework that celebrates achievements and aligns with the University Strategy, Values and Behaviours.
- Planning resources effectively to ensure we have the right roles and people to achieve our shared ambitions.



2. Helping People Develop and Grow:

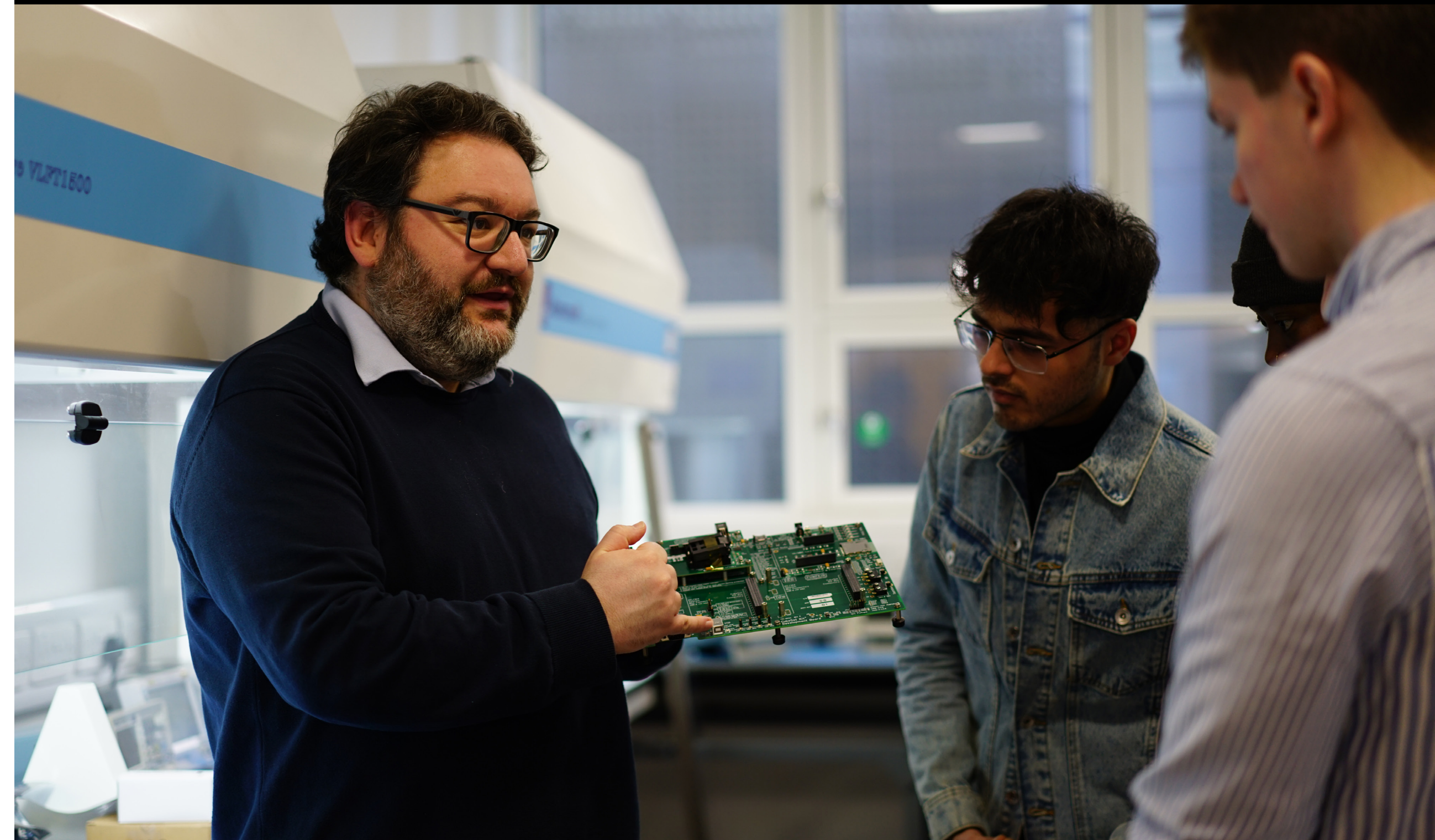
We create a culture of continuous learning that encourages innovation and growth at every stage of your career.

Growth isn't just about getting a new title; it's about building your knowledge and skills. We provide learning, mentoring and coaching opportunities to help you progress.

Developing strong leaders is essential to our future success, so we focus on leadership that aligns with our values and helps create high-performing teams. Our leaders empower you to make meaningful contributions. We expect you to take advantage of growth opportunities, collaborate, share knowledge, and keep learning. Your success matters, and we're committed to helping you achieve your goals.

We're focusing on:

- Providing impactful learning opportunities including mentoring and coaching to support your growth.
- Developing leaders and managers to build strong teams that deliver our University Strategy and embody our Values and Behaviours.
- Offering regular conversations about contributions, impact and development needs.



3. We Create a Community Where Everyone Belongs:

We are committed to creating a workplace where everyone feels valued, respected, and heard. This means embracing diversity and actively promoting inclusivity so everyone can succeed.

We are working to increase diversity across the university, close pay gaps and ensure equal opportunities for all. We assume good intentions and strive to understand each other in every interaction. We want you to feel comfortable sharing your views while being open to learning from others.

We're focusing on:

- Creating tailored plans to reduce barriers to inclusion and helping everyone understand their role in achieving equality, diversity, and inclusion goals.
- Increasing the representation of underrepresented groups and working to eliminate pay gaps.
- Developing open communication channels where you feel safe sharing feedback and ideas, which will be welcomed and valued.



4. A Workplace Where People Thrive:

We're committed to creating an environment where everyone can thrive by encouraging collaboration and providing the resources and flexibility needed for success.

At Northumbria, your voice matters. We promote open, transparent communication where you can share your feedback, ideas, and concerns. Your input is valued and helps drive positive change.

We're focusing on:

- Providing a positive onboarding experience to make new starters feel welcomed and valued.
- Continuously improving processes, practices, and systems to ensure effectiveness and proportionality.
- Creating a positive work environment and flexible working options that help you perform at your best.



Our People Offer

At Northumbria, we value exceptional people who deliver excellent work. Here's what we offer in return.

Great Terms and Conditions: Fair rewards, offering competitive salaries and comprehensive benefits. This includes:

- 35 days of annual leave plus bank holidays and closure days.
- Generous maternity, paternity and sick pay schemes.
- An excellent pension plan.
- Additional benefits like extra annual leave purchase options, cycle-to-work and electric vehicle schemes, discounted gym memberships, and access to our on-site nursery.

Learning and Career Development Opportunities: A wide range of opportunities to develop new skills and engage in meaningful work, including academic progression and funding for professional qualifications.

A Supportive Work Environment: Built on collaboration, innovation, inclusivity, respect, and trust. We foster a welcoming atmosphere, celebrate diversity, encourage critical thinking and value your ideas.

Flexible Working and Work-Life Balance: Hybrid working arrangements for most roles and flexible hours aligned with the University's needs. Wellbeing support includes a 24/7 Employee Assistance Programme, occupational health services, counselling, physiotherapy, and eye care.

A Sense of Purpose: Be part of an institution making a real difference in the world through education and research, helping businesses and communities thrive.

Joining Our Team

Our culture gets stronger with every new colleague who joins us and lives our Values and Behaviours. Thinking about joining Northumbria? Take a moment to reflect on these questions to see if we're the right fit for you.

We Listen and Learn: Have you asked for feedback to improve your work? What did you learn from their input?

We Support One Another to Succeed: Can you recall a time when you worked with others to help them succeed? How did you deal with any challenges along the way?

We Respect Everyone and Their Contributions: How have you ensured that people you worked with felt included and valued? What was the outcome?

We Are Bold: Can you share an example of a brave decision or a time when you took a big step to make progress at work? How did you handle risk and pressures?

We Trust in Ourselves and Each Other: Have you placed trust in someone or been trusted to make decisions at work? How did you build and keep that trust, and what was the result?

If you're not already part of our team, and our Values and Behaviours resonate with you, [explore our available roles and apply.](#)



Summary

At Northumbria, our people are at the heart of everything we do. We want to be a place where you feel valued and proud to work in a community where everyone belongs.

Together, we're building a culture that drives success by building the right team, supporting personal and professional growth, promoting inclusion, and creating an environment where everyone can thrive.

Each of us plays a vital role in achieving our shared ambitions. Your engagement, feedback, and commitment are key to making Northumbria a workplace we can all take pride in.

If you have any feedback or questions, please contact [Lianne Hurford](#), Director of People Experience.



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