UCEA UNIVERSITIES & COLLEGES EMPLOYERS ASSOCIATION

UCEA Employee value proposition




UCEA is the leading voice on employment and reward matters in the UK HE sector
We support our members to be employers of choice through…
UCEA
WHO WE ARE
& OUR PURPOSE
We provide our member institutions with timely advice and guidance on all employment and reward matters relevant to the HE sector
Collaboration, Advocacy and Expert Advice

OUR FIVE STRATEGIC PRIORITIES



Supporting employer aspirations to enhance the employee experience



Promoting constructive employment relations



Providing leadership on sector pensions



Supporting members through our influence and engagement



Taking forward UCEA in support of our members

***UCEA* has five core values which, as our behavioural compass, will guide our actions at an individual, organisational and sector level:**

Leadership

We consult, challenge and provide thought leadership



Integrity

We demonstrate and promote what is right to uphold the highest standards



Expertise

We develop and share our knowledge, information and evidence-based insight



Aspiration

We encourage learning, innovation and forward thinking



Inclusivity

We respect differences and utilise the benefits they offer



FOUR REASONS TO WORK AT *UCEA*



A commitment to be the best

Our collective aim is to be an outstanding organisation, delivering our expertise and advice to the UK's universities, enabling them to the best employers to the HE workforce at a time of great challenge and uncertainty for our sector.



Small team, big impact

With just 24 employees, UCEA isn't the biggest membership organisation or sector agency, but our members tell us that we really deliver for them. Our 2023 membership survey found that 87% of members are 'very satisfied' or 'satisfied' with UCEA's services overall.



What it's really like?

In 2024, staff told us that they find UCEA to be flexible, supportive, modern, ambitious, and intellectually stimulating as an employer. They appreciated the unique role, learning culture, collaboration, being listened to, and achieving professional and personal development at work. This made them feel trusted, empowered, rewarded, appreciated and respected.



A place to learn and develop

UCEA provides opportunities for our staff to grow and develop, and take their career to the next level. Through professional learning and development you can enhance your skillset and improve your ability in order to maximise your potential.


UCEA
WHO WE ARE
& OUR PURPOSE

DELIVERING EXCELLENCE



FROM UCEA

We create a **culture of high standards** and the best outcomes for our members.

We strive to maintain our position and reputation within HE as a **valued, trusted provider of expert knowledge, information and insight.**

FROM YOU

You **work individually and collectively to deliver the best outcomes** for HE employers.

You have a **positive** and **proactive** approach to our members and stakeholders.

SHARED LEARNING



FROM UCEA

We invest in your **ongoing training, learning and development.**

We match your **skills, knowledge and understanding** to the **opportunities and requirements of a growing organisation.**

FROM YOU

You **build relationships**, work in teams and help others reach their **potential**.

You **commit** to ongoing personal and professional **development**.

HAPPY, DIVERSE AND MOTIVATED WORKPLACE

FROM UCEA

We offer **excellence** and **opportunities** for all.

We are committed to **inclusivity, diversity and openness** in all teams and roles.

We promote a **culture of wellbeing and good work-life balance** for our colleagues. We provide a broad package of **health and wellbeing benefits.**

FROM YOU

You commit to building on our **culture of diversity and equality to achieve success.**

You are prepared to **challenge conventions**, provide **constructive criticism and feedback** and to **speak up** if needed.

You **care** for yourself and others, and **take advantage of the benefits and support** UCEA offers.

SHARED SUCCESS

FROM UCEA

We reward success, innovation and improvement.

We encourage new approaches and ideas, and testing new proposals and workstreams.

FROM YOU

You're **confident to explore and support new ideas to achieve success**.

You **enjoy** being part of an **important, busy sector** agency that delivers on its mandate to HE.c

You recognise, promote and celebrate your own success, your team's, and the whole organisation's.


Benenden Healthcare
Competitive salaries
Generous annual leave entitlement
Excellent sector pension schemes via salary sacrifice with significant employer contributions
UCEA
EMPLOYEE
BENEFITS
Personal training budget
Cycle to work scheme
Season ticket loans
Employee Assistance Programme
Fitness & Wellbeing Scheme