1495 UNIVERSITY OF ABERDEEN

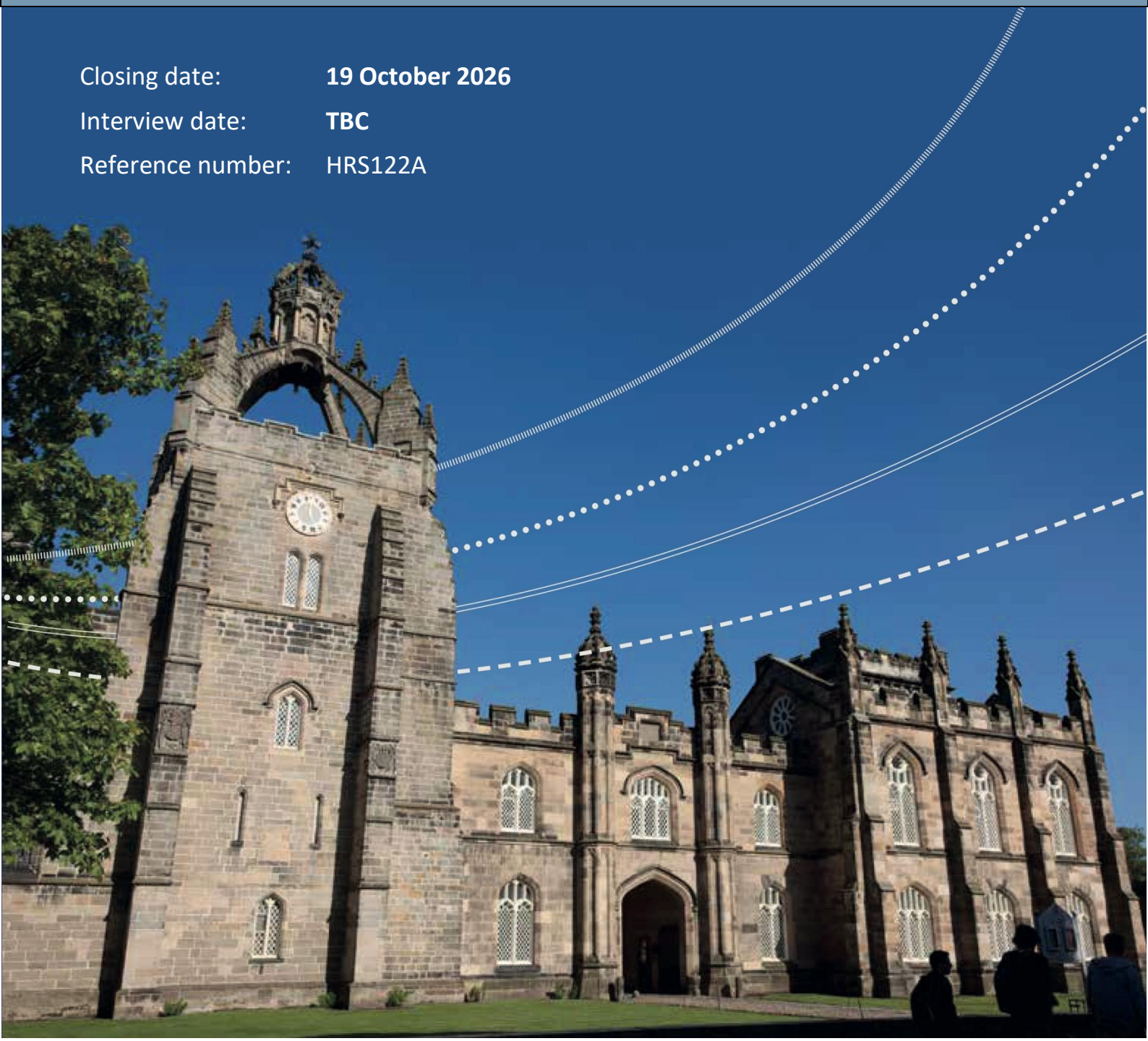
Equality, Diversity and Inclusion Partner

DIRECTORATE OF PEOPLE AND STUDENT SERVICES

Closing date: **19 October 2026**

Interview date: **TBC**

Reference number: HRS122A



We are a Living Wage Employer

Healthy Working Lives

Athena SWAN Bronze Award

Stonewall SCOTLAND DIVERSITY CHAMPION

1495 UNIVERSITY OF ABERDEEN

INTRODUCTION

The University of Aberdeen is committed to advancing equality, diversity and inclusion (EDI) across its staff and student communities. EDI is a core element of Aberdeen 2040, the University's strategic plan, and underpins our ambition to create an inclusive environment in which all members of our community can thrive.

The Equality, Diversity and Inclusion Partner will play an important role in supporting the delivery of the University's EDI priorities and action plans. Working across a broad range of equality, diversity and inclusion activities, the post-holder will contribute to initiatives that support inclusive learning, teaching, research and working environments for staff and students.

This is a varied and rewarding role involving a range of responsibilities, projects and stakeholder groups. The post-holder will support the implementation of EDI initiatives, provide advice and guidance to colleagues, contribute to charter mark activity including Athena Swan, and help monitor progress against institutional objectives. The role will suit an individual who is passionate about equality, diversity and inclusion and who is keen to make a positive contribution to policy, practice and culture change within a higher education environment.

The post is based within the Human Resources Organisational Development (OD) Team. Colleagues in OD support a range of organisational priorities including equality, diversity and inclusion, charter mark activity such as Athena Swan and Race Equality Charter, learning and organisational development, coaching and mentoring programmes, staff engagement initiatives and institutional benchmarking activities.

Human Resources forms part of the People and Student Services Directorate within Professional Services. The Directorate brings together Human Resources, Student Support and Advice, Multi-faith Chaplaincy, Counselling and Wellbeing services, Health, Safety and Wellbeing, and Student Experience.

The post-holder will work closely with colleagues across the People and Student Services Directorate and will develop effective working relationships with staff and students across the University, including academic Schools, Professional Services, staff networks, working groups and the Aberdeen University Students' Association (AUSA), to support the successful delivery of EDI initiatives and objectives.

JOB DESCRIPTION

MAIN PURPOSE OF THE ROLE:

The role is wide-ranging and covers the expanding remit of equality, diversity and inclusion (EDI) across staff and student areas and all functions of the University. The post-holder will provide advice and guidance on equality, diversity and inclusion matters to professional and academic staff and student representatives.

The post-holder will have a key responsibility for supporting the progression and implementation of the University's Athena Swan action plan and coordinating School Athena Swan submissions, as well as providing advice and support to Schools undertaking award applications and renewals.

The Athena Swan Charter is a framework used globally to support and advance gender equality within Higher Education and research. The University is committed to the Athena Swan Charter and achieved a Bronze award in April 2012. Eight Schools currently hold an Athena Swan Bronze award, three are Silver and one achieved Gold in 2026. The post-holder will contribute to the planning, coordination and delivery of institutional and School Athena Swan activity, working with colleagues across the University to support successful award outcomes.

As well as supporting Athena Swan activity, the post-holder will contribute to a range of EDI initiatives and provide administrative and organisational support to the Equality, Diversity and Inclusion working groups.

This wider work will involve keeping abreast of emerging research, legislation, policy and good practice within and beyond the Higher Education sector and contributing to the development and implementation of related initiatives that support an inclusive culture across the University.

The post-holder will support a variety of meetings involving staff and students from across the University and will assist in progressing actions arising from these discussions.

The post-holder will contribute to monitoring progress against EDI action plans, developing guidance and resources, drafting communications, supporting events and engagement activities, analysing equality data, preparing reports and supporting evidence-based action planning.

KEY RESPONSIBILITIES:

- Support the implementation and monitoring of the institutional Athena Swan action plan and provide guidance and practical support to Schools on Athena Swan submissions, including the provision and interpretation of relevant data and supporting application development.
- Contribute to the coordination and delivery of Institutional Athena Swan submissions, maintaining up-to-date knowledge of Athena Swan requirements through engagement with Advance HE, sector networks and relevant professional development opportunities.
- Work collaboratively with colleagues in Human Resources and the wider People and Student Services Directorate, as well as staff and students across the University, including Aberdeen University Students' Association (AUSA), to support initiatives that promote equality, diversity, inclusion and positive culture change.
- Research and gather information, evidence and examples of good practice on EDI issues from a range of sources to support the development and implementation of University initiatives and action plans.
- Maintain knowledge of relevant equality legislation, policy developments and sector guidance, identifying implications for University activities and escalating issues as appropriate.
- Support the development, coordination and delivery of equality, diversity and inclusion training, awareness-raising activities and resources, facilitating sessions where appropriate.
- Develop positive working relationships with the University's Equality Networks and support their activities, priorities and events.

- Support the planning, promotion and delivery of EDI events, campaigns and engagement activities, including those linked to the nationally and internationally recognised awareness events such as Black History Month, LGBT+ History Month, Disability History Month and Pride.
- Monitor progress against EDI action plans and projects, preparing reports, presentations and updates for working groups and stakeholders as required.
- Assist in the collection, analysis and presentation of equality-related data to inform decision-making, evaluate progress and support evidence-based interventions.
- Support the organisation and administration of EDI-related working groups and meetings, ensuring actions are recorded and progressed appropriately.

CANDIDATE BACKGROUND

The successful candidate will have relevant experience of equality, diversity and inclusion practice, with a good understanding of the range of EDI issues affecting staff and students within a higher education or comparable environment. They will demonstrate a commitment to advancing inclusive practices and an interest in supporting initiatives that promote equity and belonging across diverse communities.

A sound understanding of equality legislation and its practical application is required, together with the ability to interpret policy and guidance and apply these appropriately within an organisational context. The successful candidate will have an appreciation of the sensitive and sometimes complex issues that can arise in EDI work and will be able to approach such matters with professionalism, discretion and empathy.

The post-holder will be proactive, well-organised and able to manage competing priorities effectively. They will contribute to a range of EDI initiatives and projects, including Athena Swan activity and support for EDI equality networks and other inclusion-focused programmes. The ability to research issues, develop practical solutions and work collaboratively with colleagues to implement actions will be essential.

Strong written communication skills are required, as the post-holder will be responsible for drafting reports, guidance, communications, action plans and supporting documentation for committees, working groups and charter mark activity. Excellent interpersonal and relationship-building skills are also essential, enabling the post-holder to engage effectively with colleagues, staff networks, students and other stakeholders across the University.

The successful candidate will be able to analyse and present information clearly, including quantitative and qualitative data, and use evidence to support recommendations and action planning. They will demonstrate a commitment to continuous professional development and maintaining an up-to-date understanding of EDI legislation, policy developments and emerging good practice.

TERMS OF APPOINTMENT

Salary will be at the appropriate point on the Grade 6, £38,784 - £46,049 per annum, and negotiable with placement according to qualifications and experience.

Any appointment will be made subject to satisfactory references and probation period.

For further information on various staff benefits and policies please visit www.abdn.ac.uk/staffnet/working-here

This role is based in the UK and as such the successful candidate will be required to live and work in the UK.

Prior to employment, the successful candidate must be able to demonstrate their right to work in the UK. This role may be eligible for sponsorship under the Skilled Worker route under the UKVI immigration rules but is dependent on factors specific to the candidate and if tradeable points can be used under the rules.

Information on other visa options is available at https://www.gov.uk/check-uk-visa.

Please do not hesitate to contact Grant Rae, HR Adviser (e-mail: grant.rae@abdn.ac.uk) for further information.

The candidate appointed to this post may be eligible for homeworking on an occasional or regular basis. For more information please refer to our Homeworking Policy.

AT A GLANCE

SALARY:

Grade 6
£38,784 - £46,049 per annum

HOURS OF WORK:

Full time

CONTRACT TYPE:

Substantive

LOCATION:

Aberdeen

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Education/Qualifications Academic, technical and professional education and training	• Relevant degree or equivalent experience.	• Qualifications in the field of equality, diversity and inclusion. • CIPD qualification.
Work and Other relevant experience (including training) e.g. Specialist knowledge, levels of experience, supervisory experience, research	• Knowledge of equality, diversity and inclusion (EDI) and how these issues affect staff and students in Higher Education or a comparable environment. • Knowledge of the Equality Act 2010 and how it applies in Higher Education or a similar organisation. • Experience of collecting, handling and analysing data, including confidential or sensitive information, accurately and appropriately. • Experience of working with a range of people, such as managers, staff, students and external organisations, to build positive working relationships. • Ability to organise and prioritise work, manage several tasks at the same time, and meet agreed deadlines. • Experience of using Microsoft Office applications, including Word, Excel and Outlook. • Ability to work respectfully and inclusively with people from different backgrounds, identities and experiences. • Ability to communicate clearly in writing, including preparing reports, briefings, presentations or other documents, and explaining complex information	• Experience of working with EDI issues in Higher Education. • Experience of helping to develop and deliver EDI projects, initiatives or programmes. • Experience of helping to develop, implement and review action plans with a range of stakeholders, including tracking progress and supporting delivery to agreed timescales. • Experience of working with statutory reporting, equality charters (for example Athena Swan or Race Equality Charter), or other EDI frameworks.

	ESSENTIAL	DESIRABLE
	in a way that others can understand. • Experience of contributing to the delivery of projects, initiatives, programmes or action plans and monitoring progress against agreed objectives.	
Personal qualities and abilities e.g. initiative, leadership, ability to work on own or with others, communication skills	• Ability to build positive working relationships with a range of people, including staff, students, managers and external partners. • Ability to communicate effectively with different audiences, adapting style and approach as appropriate. • Ability to maintain confidentiality and handle sensitive information appropriately and professionally. • Ability to plan and organise work, prioritise tasks and meet agreed deadlines. • Ability to provide constructive feedback and support colleagues to achieve agreed objectives. • Strong written communication skills, including the ability to prepare clear reports, briefings, presentations and other written materials.	• Experience of providing advice, guidance or support to colleagues on equality, diversity and inclusion matters. • Experience of supporting colleagues, groups or teams to achieve accreditation, charter marks or quality standards, such as Athena Swan.
Other e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.	• May be required, on occasion, to travel to conferences and networking meetings across Scotland and beyond.	•

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open to all and dedicated to the pursuit of truth in the service of others

The University of Aberdeen is a broad based, research intensive University, and we put students at the centre of everything we do. Outstanding in a wide range of discipline areas, Aberdeen is credited for its international reach and commercialisation of research ideas into spin out companies. The University has over 16,000 matriculated students and 3,600 staff representing 130 nationalities. We encourage bold thinking, creativity and innovation, and we nurture ambition with many opportunities for professional and personal development in an inclusive learning environment which challenges and inspires.

CURRENT CONTEXT

The University continues to uphold the principals of the foundational purpose. We remain committed to delivering positive change both locally and globally. We work together and with our partners in an interdisciplinary way, catalysing world-leading research in our areas of strength: Energy Transition; Social Inclusion and Cultural Diversity; Environment and Biodiversity; Data and Artificial Intelligence; and Health, Nutrition and Wellbeing. We are investing in our future and have committed £100m to upgrading our campus, including the new fully digitised Science Teaching Hub, the regeneration of the historic King's Quarter and a new Business School building. Our commitment to our students, campus and community has led to us being named a Top 20 UK institution in two major league tables[1] and 4th in the UK for overall student satisfaction[2].

[1] The Times and Sunday Times Good University Guide 2023 and the Guardian University Guide 2023
[2] National Student Survey (NSS) 2022

ABERDEEN 2040

On our 525th anniversary as a University we launched **Aberdeen 2040**, our strategic vision for the next 20 years. Four strategic themes will shape our learning and discovery, underlined by 20 commitments we have made against each theme:

- **Inclusive**
  We welcome students, staff and partners from all backgrounds, organisations and communities. We value diversity.
- **Interdisciplinary**
  We innovate in education and research by generating, sharing and applying new kinds of knowledge. We learn together.
- **International**
  We connect with others and extend our networks and partnerships around the world. We think across borders.
- **Sustainable**
  We understand and nurture our environment, and take care of our resources, including our people and finances.

  We work responsibly.

OUR EDUCATION

Recognised as the Scottish University of the Year in the Times and Sunday Times Good University Guide 2019, we remain true to our roots as an ancient Scottish university, combining breadth and depth in our degree programmes and drawing strength from the quality of our research. Our flexible curriculum encourages students to grow as independent learners and therefore to thrive as graduates in the diverse workplaces of the future. Our education is open to all and we are setting ambitious targets to further widen access.

OUR RESEARCH

Researchers at the University of Aberdeen have been at the forefront of innovation and excellence throughout the centuries, generating insights in medicine, science, engineering, law, social sciences, arts and humanities. This research has contributed to five Nobel prizes as well as other awards such as the Queen's Anniversary prize. Our research is intellectually rigorous working within our established areas of excellence as well as new methods of enquiry. We will continue to generate new knowledge addressing economic and societal issues with ambition and imagination, ensuring that it is globally excellent and locally relevant.

INTERNATIONAL

Aberdeen is increasing its international presence, positioning the University as a global organisation and building on established global partnerships around the world, including Qatar, China, North America, Europe. We feature in the top 50 institutions worldwide for international students[3].

[3] Times Higher Education World University Rankings 2021

IMPACT

In 2020 the University signed the United Nations Sustainable Development Goals accord, solidifying our commitment to developing the world in a sustainable way. In 2022 we were listed in the global Top 100 for 8 of these goals[4].

Our highly cited work in zero-carbon technology and global outlooks makes us Scotland's best institution for environmental research[5].

[4] Times Higher Education Impact Rankings 2022
5 QS World University Rankings 2022

THE DIRECTORATE OF PEOPLE

The Directorate of People has 6 sections including Human Resources; Health Safety & Resilience; Experience & Wellbeing; Student Support; Careers and International Advice & Compliance.

The Directorate of People plays a key role in supporting the University to deliver upon strategic priorities and institutional initiatives in line with the Strategic Plan.

The Directorate provides comprehensive, co-ordinated front facing support services to all staff and students in the University community. The teams within the Directorate work in partnership with key stakeholders, both internal and external to the University, including Trade Union colleagues and local, national and international organisations.

A number of institutional organisational development activities are undertaken within the Section. The team liaise closely with colleagues across the Academic areas and Professional Services to ensure a co-ordinated approach to matters including student engagement, employee engagement, student employability, mental health, wellbeing strategy, sport, equality & diversity and health & safety.

The University acknowledges that institutional success depends on the talent, expertise and commitment of staff and in recognition of the importance of ongoing personal and professional development, the team has developed a suite of Leadership & Management programmes, many of which have received external accreditation through the Institute of Leadership & Management.

ABERDEEN AND ABERDEENSHIRE

Scotland's third largest city, Aberdeen sits on the coast between the mountains of Aberdeenshire and the stunning North Sea coastline. The Aberdeen City region is a can-do place that is actively investing, at scale, in its future.

Renowned as a Global Energy Hub, Aberdeen is a vibrant, entrepreneurial region, home to a unique mix of business opportunities and specialist skills across various sectors including energy, technology, life sciences and food & drink. More than 20% of Scotland's top businesses are located in this region which is taking great strides to ensure that it continues to compete on a world stage. Investments of more than £10 billion of public and private infrastructure is due to be delivered before 2030, marking an exciting time to be part of a genuine world-class location.

Built from sparkling local granite Aberdeen has earned the name of the Silver City. As the energy capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live, work and study. Due to its global business and international energy industry credentials, Aberdeen is well served by local and national transport infrastructure with excellent rail networks that run both North and South of Scotland and the rest of the UK. It also acts as an international travel hub. Flying time to London is just over one hour with regular daily flights and serves international travel to European centres such as Amsterdam (Schiphol) and Paris (Charles de-Gaulle) as well as flights to other European destinations.

The City and the surrounding countryside provide a variety of urban, seaside and country attractions. Aberdeen has first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, the P&J Arena, Museums, and Beach Leisure Centre. The City is framed by its accessible beach front which is within a short walk of the city centre and there are an array of activities available across the region such as hill walking; mountaineering; sailing; surfing; salmon, trout and sea fishing; golf; sailing; surfing and windsurfing. The surrounding countryside, known as Aberdeenshire, is also one of Scotland's most appealing regions. Royal Deeside and the Cairngorms National Park are within easy access of the city, and there are a variety of towns and villages scattered along the coastline.

The city and the surrounding area have ranked consistently highly in nationally recognised quality of life surveys, coming out top 10 as one of the best places to live in Scotland in 2020 in the annual Bank of Scotland survey.

To find out more visit www.visitabdn.com

EQUALITY AND DIVERSITY

The University values and celebrates a diverse working and learning environment and recognises the richness this brings, both in terms of contributing to the success of the University and creating safe and inclusive cultures. The University welcomes applications from individuals with diverse lived experiences.

The University supports flexible working, including hybrid working arrangements, and has policies in place to facilitate this where it is appropriate. The policies can be found at https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php.

The University is committed to progressing gender equality across all its functions and has been a proud member of the Advance HE Athena Swan Charter, achieving an institutional Bronze award, eight Bronze departmental awards, three Silver and one Gold. LGBTQ+ equality is championed through the University's membership of the Stonewall Diversity Champions Programme, where the University has achieved a Silver award in the Workplace Equality Index. The University is on a continual journey to respond to, and combat, Gender Based Violence (GBV) in our community and beyond. We are proud to be the recipient of the EmilyTest Charter award. We all have a role to play in knowing how to signpost colleagues and students to support for gender-based violence, and training and support is available to all staff on this topic.

The University received the Advance HE's Race Equality Charter Bronze award in May 2024, affirming the University's commitment to the Charter's aim of improving the representation, progression and success of staff and students who identify as belonging to a racialised group. The University launched its Antiracism Strategy in 2022, representing a bold framework for progress on race equality. Recognising the importance of addressing the under-representation of racialised groups in the senior team, the University's new Recruitment and Selection Policy embeds specific positive action measures to address this.

The University is delighted to be accredited as a Disability Confident employer and strives to ensure that disabled staff and students have the opportunity to work and study in an inclusive, accessible and supportive environment. The University's Wellbeing Strategy commits it to progressing work to tackle stigma related to mental health and action to promote and improve health and wellbeing for staff and students. Candidates who are British Sign Language (BSL) users can contact us directly by using contact SCOTLAND-BSL

The University's work on equality, diversity and inclusion is supported by a range of networks and engagement activities, designed to provide safe spaces and raise awareness of the support available and the steps everyone can take to create inclusive campuses.

More information can be found https://www.abdn.ac.uk/staffnet/working-here/edi/

How to Apply

Online application forms are available at www.abdn.ac.uk/jobs

The closing date for receipt of applications is 19 October 2026

Should you wish to make an informal enquiry please contact:

Dr Maria-Grazia Cascio, Senior EDI Partner
m.cascio@abdn.ac.uk

Please do not send application forms or CVs to Dr MG Cascio.

Please quote reference number HRS122A on all correspondence.