



Line manager case study

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What made you decide to hire a student?

I originally decided to hire a student as there was a small amount of funding available and the [Careers Service] Employ.ed scheme had been in contact. It started with a single summer internship analysing some data from our MOOC courses. Since then we've had summer interns developing media migration tools, capturing case studies on how media is used, assessing chat bots and where they could fit into our work, and helping with the roll out of lecture recording. This year we also had a team of around 30 students working with us over the start of term to support lecture recording use in large teaching spaces.

Do you think students have benefitted from the work experience?

I'd hope all the students that have worked with us have enjoyed the experience and taken something from it. I think for every internship it's important to have a clear project brief, but to challenge student colleagues to turn that into a project plan to deliver, because I think it's important to create some space for students to bring their own ideas to the table. I also think it's a good practical learning experience!

What do you enjoy most from the experience of working with students?

I always enjoy the perspective that our students bring to the workplace. Their outside perspective is useful in terms of challenging and broadening our thinking. I also enjoy working with student colleagues who are starting to think about what they want to do after graduation. I hope that some of their time with us helps them prepare for that.

What advice would you give staff who are considering recruiting students?

Do not underestimate student colleagues. Our students are amongst some of the best and brightest in the world. We are really lucky to have a pool of such talent and creativity available to us. The University is a good employer too – we offer our students quality employment opportunities at a better than the norm salary.



Finally, why do you think on-campus employment is important for the student experience at the University?

I think every student that studies with us is going to find themselves in a pretty competitive world. Offering employment opportunities is important in terms of helping student colleagues enhance their CV and also understand what they want to do. Every student who works with us should leave able to describe an experience of working in a professional environment, on a meaningful project, with real responsibilities, and have a good non-academic referee to add to their CV. I think [on-campus] employment offers students an opportunity to work with the University to shape the delivery of services that directly affect the student community, and by employing them properly and paying them properly we do so in a way that is both fair and beneficial.