



Your
future
is in ISD

ISD

UCL INFORMATION SERVICES DIVISION

Introduction



UCL is at the leading edge of IT delivery and development in the UK higher education sector. Whether your expertise is in infrastructure, business analysis, programming, project management or one of the many other disciplines required to deliver best in class IT solutions, we are keen to hear from you. With a workforce of over 500 IT professionals, you will find many opportunities to develop your career within an organisation that is really making a difference. Many of our staff have worked their way up through the business and we have a strong commitment to enabling our staff to reach their full potential. Have a look at what we have to offer in the following pages. So if you are looking at your next move, or perhaps just starting out in a career in IT, UCL should be at the top of your list.

Andy Smith
Chief Information Officer

Our digital focus

Digital technology is essential for world-leading research and forms a key ingredient of a modern learning environment. Today's digitally enabled students expect technology to be used effectively to support their learning. Technology is also an engine of efficiency, helping to deliver improved financial outcomes. Effective digital infrastructure underpins our ability to deliver against UCL's strategy. For UCL to continue to be successful we need a high quality, highly performant digital estate that is updated and refreshed to keep up with the needs of our researchers and students. Meeting the needs of the UCL community, including staff, students, researchers and visitors, is our number one priority.

Working in Information Services Division

Our Vision

Our vision is for every member of UCL to have a digital experience that meets their needs simply and efficiently, enabling UCL's research, learning and teaching activities to flourish and be world-leading in a rapidly evolving digital world.

To enable UCL to realise this vision by 2021, we've developed six interrelated objectives:

- Provide a world-leading student digital experience to enable teaching and learning to flourish.
- Provide world-leading research IT capabilities to enable UCL's researchers to find new answers to the hardest questions.
- Provide the universe of UCL knowledge and functionality seamlessly to students and staff through a transformed digital experience.
- Manage our activities through functionally diverse and easy to use administrative processes and rich management information.
- Provide a strong, stable and sustainable base through transformed IT infrastructure.
- Deliver a high-performance and customer-centric culture with efficient processes and effective services.

You could be working on...

- New advances in education – the Institute of Education is number one in the QS World University rankings.
- World leading research programmes in medicine – UCL is a hub for clinical and scientific research in dementia.
- Best in class HPC systems and research computing – helping to deliver real world solutions in biomedical, engineering and many other specialties.
- Supporting the infrastructure and services that help more than 13,000 UCL staff do their job.
- Delivering services to 40,000+ students in one of the Worlds Top 20 universities.

Career framework and pathways

ISD are committed to enabling all new and existing staff to develop and plan their career progression during their time at UCL. If you are interested in joining UCL, then **UCL's Career Frameworks** and specifically the **IT Career Framework**, is a clear and transparent guide that will allow you to navigate and shape your own unique **career pathway**. With the support of your manager it will assist you in career planning, building a network, highlight opportunities, and focus on your personal and professional development.



The framework clearly sets out UCL's common competencies and the transferable skills required at each level of the organisation and varied development activities. It also contains **UCL Ways of Working** to help all staff understand the core behaviours and 'how we work' at UCL. There are so many exciting opportunities for career development both within ISD and more widely across UCL – these frameworks will help you carve out your own unique career. Find out more and watch a video that brings UCL career frameworks to life: www.ucl.ac.uk/isd/career-pathways

83% of staff would recommend UCL as a good place to work and 86% are proud to work for UCL.

A commitment to technology investment

ISD invests in UCL's technology and IT services, spending about £15M a year on projects to deliver new capabilities. In the next couple of years we are expecting this investment to double to £30M per year – for several years. Within ISD, we are continuing to drive improvements in our technology. Recently we migrated all of our services to state of the art data centres, resulting in a technology upgrade and rationalisation of our IT infrastructure.

A few examples of the ongoing projects and initiatives you could be involved in:

To enable UCL to integrate workflows across multiple systems, we are implementing a Service Oriented Architecture based on a Web Services Platform. This will allow our enterprise systems to exchange data in a scalable and standard way.

To make the best use of the data held in our main enterprise systems, we are implementing a Data Warehouse with an associated project to produce dashboards and reports for college management.

A key element of our Digital Services strategy is the implementation of a Digital Services platform to simplify and improve heavily used administrative processes, saving lots of time for academic colleagues.

If you are more interested in infrastructure technologies, we are just about to procure the next generation of our Virtual Infrastructure platform (Hybrid Automated Cloud) which will enable us to host workloads in our own data centres, or seamlessly relocate them to a public cloud provider.

In the unified communications space, we are in the early stages of a project to replace our existing traditional telephony system with Microsoft Teams for Telephony improving services for those working across campus and remotely.

To improve the responsiveness of our Service Delivery teams, we are implementing Agile working practices and creating a DevOps deployment pipeline that will improve the release of changes to our production services.

As you would expect from a university, we invest heavily in Audio Visual projects and student computer services to support teaching and learning.

To support our world-leading research activities, we regularly invest in our High Performance and High Throughput computing facilities, striving to keep us at the leading edge of HPC/HTC in the UK Higher Education sector.

This is just a small sample of the projects and initiatives that ISD is currently undertaking, so there is scope for getting involved in an exciting activity whatever your interests.

Making a difference

Teledermatology

Reducing NHS costs and improving patient outcomes

Over 100,000 new cases of non-melanoma and 13,500 new cases of melanoma skin cancer are diagnosed each year (NHS 2017). More than 20% of GP appointments involve dermatological conditions and many are referred to secondary care. However in a study of skin cancer referrals – only 10–12% needed referral with the remainder being benign lesions.

Our ISD Medical Photography and Health Creatives team have been working with the Royal Free Hospital and a group of GP clinics to find a better way to reduce waiting times for patients getting a diagnosis, reduce unnecessary referrals to hospital specialists and train GPs how to recognise the signs of skin cancers themselves.

Following early trials, a new method for photographing suspect skin lesions in local centres by trained medical photographers and sending high quality imagery to the specialists for further analysis, is now reaping benefits for all.

Following GP referral, patients are seen quickly at a centre close to where they live which helps to reduce their stress.

Specialist dermatologists don't waste their time in face-to-face consultations with patients who are referred unnecessarily, thereby freeing up their time so that patients who do need treatment are seen earlier.

An additional benefit is that the imagery captured and subsequent diagnosis is also shared with GPs and used as a training tool to help them improve skin cancer recognition.



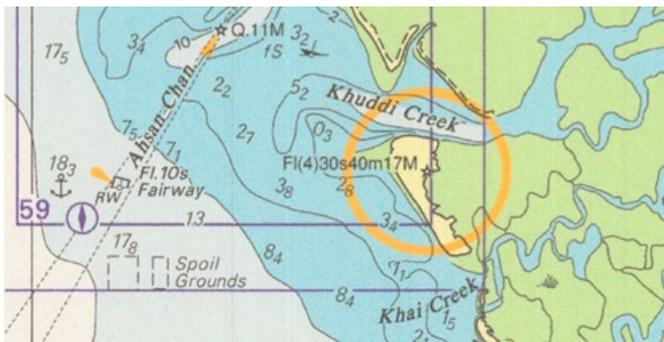
Catastrophe modelling for tsunamis in the Indian Ocean

In collaboration with the Department of Statistical Science

The team's task was to automatically extract bathymetry (depth) data from scanned maps provided by UCL's Department of Statistical Science. This required digitised information from the maps in order to develop a model to forecast the effects of tsunamis on the coasts of India, and to some extent Pakistan and Iran. To accomplish this, they needed to implement a pipeline of image processing tasks, including object detection, localisation, and digit recognition.

After applying the object detection and character recognition pipeline on these maps, the team extracted the coordinates of the bathymetry figures in the map.

The bathymetry data will be further used by the researchers for tsunami modelling as part of a project that seeks to better understand the entire life cycle of a tsunami, to develop better physical source models, and to carry out statistical emulation of numerical tsunami models, in order to efficiently assess the hazard, especially for India.



An example of a scanned map providing the input for our pipeline.

"The superb work of Research Software Development Group has greatly accelerated our research. By creating and employing automatic methods to digitise maps, the coverage of our model has quickly and greatly increased. It would have been impossible, or very expensive and lengthy, to do this manually. As a result we can also readily work with updated maps or in other areas of the world. The interaction with the AI Studio has been excellent, with multiple iterations. Such an inclusion of Software Engineering and AI tools into projects will become the norm in modern research endeavours."

Professor Serge Guillas

ISD people

We are a diverse workforce working to support London's Global University. Staff come to work in ISD from across the world. We literally have colleagues from every continent except Antarctica and the subsequent breadth of knowledge and depth of experience in a range of technologies and services to support a world-leading institution.



Reece Giles

ISD Apprentice
Software & Web
Development

What attracted you to UCL?

How well-known UCL is – it's a huge brand, its staff benefits and how diverse it is!

How is your apprenticeship going?

Really well. Since starting at UCL I have completed my Level 3 apprenticeship and worked on several different projects. I have attended several training courses to learn the technology we need in the workplace. I have also taken a couple of exams in the areas I work in – as is required for the Level 3 Apprenticeship.

My first project was focused on the fundamentals of software development in organisations i.e. testing. Recently I have been assigned to a DevOps project, working on developing a tool-chain, which will eventually speed up the process of deploying applications in ISD.

What skills have you learned?

Working with IT experts I've picked up many. Some core skills I have developed are Java and Web based languages/technologies as well as Software Development Context and Methodologies.

What do you like about working for UCL?

What really drives me is knowing that everything I do at work is going to make a difference! Part of the key 2034 university strategy is **Excellent Systems** so I know that the work I'm doing is for the benefit of students as well as staff.

What would you like to do after completing your apprenticeship?

After I have completed my apprenticeship, I would like to get a full-time role in DevOps. This is where most of my knowledge lies and I will have had four years' experience in that field. I would like to work with the platform we are developing, as well as guide people on how to use it and show them how DevOps and Agile can help improve their current work-flow, deployment frequency and times.



David Cooper

General Manager
Infrastructure

What was it that attracted you to working at UCL?

To be honest it was probably the prestige of the university. I have had a career in tertiary education in universities in Melbourne and London that weren't as highly ranked as UCL, so I was keen to work in a higher ranked organisation and be able to contribute to its success. I was aware of the UCL 2034 strategy and that there was a lot of planned IT investment. So I wanted to get on board with a place that values IT and to make a contribution. I also knew that ISD went through a reorganisation a few years ago to create its current structure, and I figured there would still be work to be done and I could use my expertise to continue the transformation.

Tell us a bit about your career path and how you got to this point?

My first IT job straight out of uni was in desktop support for a university in Melbourne. Back then that was a classic route into IT. After a couple of years of being a team leader I moved into being a systems administrator. I ended up being a team leader in that group where we migrated from Novell to Windows NT and Active Directory. This new Windows platform was the beginning of a lot of new technologies at the time such as the first rack form server, first SAN, Live@EDU (now Office 365) and Virtual Machines (VMware). Introducing VMs was quite a challenge with senior management, as nobody could understand the concept of virtualising hardware. Now of course this is the de-facto standard for servers. I moved up into the management sphere of the university and over a number of years ended up being the Head of Infrastructure for Victoria University in Melbourne. I was there for 16 years in total.

My first UK role was at Queen Mary's in London. Over a four-year period, I held various roles managing application services and then returning to infrastructure. And now, I'm here! As General Manager of Infrastructure Services.

You are still relatively new to UCL, what were your first impressions?

I am lucky to have James McCafferty as my line manager so my early schedule was all planned out. I got my kit set up and it worked perfectly. I was very impressed that all my initial introductions had already been planned for the first few days. The whole operation of coming on board seemed very slick.

My impression, outside my own role, was that it is a very professional operation here, with a really talented workforce. I think even today I'm sometimes in awe of some of the people I meet here – they are really on it.

I also feel like this is an organisation that cares about the people who work here. Probably the overarching impression is that people are really friendly and I'm getting a positive feeling about it.

What key projects you are going to be working on?

Quite a few really. We'll be making a large investment in a new hybrid automated cloud platform with loads of efficiencies built in. Another is the integration of IOE systems that have still to be brought across following the merger between UCL and the IOE a couple of years ago. There are some 120 servers hosting quite important systems. It's a significant piece of work that will enable us to remove the data centre and free up the area for Estates to use for other purposes. Estates want access to the space in the next six months so we need to move fairly quickly. I'm working with the Architecture team to help deliver on the network strategy. This new strategy for UCL will take us into the next decade and spawn a whole load of projects. I'm also managing a technical refresh of the legacy switches, upgrading our comms rooms and, of course, the regular increase in storage capacity to meet the university's needs.

Day to day I have four direct reports with around 38 staff members within Infrastructure Services.

I'm also getting to explore the local area here, in the heart of the city of London, in my lunch break to find interesting places to eat!

So what do you like about working here?

There is a lot of positivity and I'm working with a really professional group of people. The vibe is one of moving forward. Even though it is a university and sometimes there are issues trying to get through bureaucracy, it does have a positive energy; people believe we are going to go places. The ambition for IT being pushed by James and previously by Mike Cope makes me feel that I have come on board at just the right time. If we can achieve our objectives it will make UCL a leader amongst UK universities, at the forefront of those services. So a positive outlook ahead.



Mandy Silk

Head of Network
Platform

How did you get started at UCL?

I joined UCL straight from school. University wasn't an option at the time but I wanted to continue to study as well as earn. I saw an advert in the Evening Standard for an IT trainee scheme. I'd never considered a career in IT but I thought a training scheme looked like a brilliant opportunity. The advert stated you would be studying for an HNC and work at the same time. They took on five trainees that year and I was one of the lucky few selected.

I started in Sept 2001 on ISD's precursor to its current apprenticeship scheme. I did a number of placements around ISD such as the service desk, desktop support and remote support – each one lasting about five months. I then went to the Department of Electrical Engineering for six months. Towards the end of my contract on the trainee scheme, I saw a job advertised in the Network Operations group for a Network Support Analyst which I successfully applied for and so I started there. When ISD restructured in 2012 I became a Senior Network Engineer – moving into the Network Core Services team.

In January 2015, a nine month secondment opportunity came up for the position of Head of Network Core Services. I jumped at the opportunity to try something different. When the secondment finished I returned to my technical role within the team. Following my manager's departure from UCL 12 months later, I took on the interim team manager position again, eventually applying for and being awarded the permanent position of Head of Network Services when the department restructured a year later.

So you've worked here all your working life?

Yes from 18. And there are still a number of people here who started their careers on the same scheme. Now we have the new apprentice scheme it is good to see UCL giving young people an opportunity again.

Study-wise during my trainee scheme years, I did my HNC on day release for two years then studied for another year to get my HND, also on day release. By this time, I had completed my trainee scheme position and was in my permanent role as a Network Analyst, so I had to think about whether to continue and do a degree as I would have to study in my own time now rather than on day release. However, I decided to enrol and did it through the University of Hertfordshire. It took two years of evening study and I came out with a first-class honours. It was extremely hard work at the time but looking back on it now I'm really pleased and proud of what I achieved.

What attracted you to the network side of things?

I was offered another job at UCL in IT support for the library but decided that wasn't for me. As there was a new post coming up working in the networks team focusing on wireless I opted for that instead.

So what is a typical day for you now?

I typically scan my emails on the way into the office as, being an operationally focused team, I like to know what I'm walking into! I try to start the day with a quick catch up with the team as I spend a lot of my day in meetings but having that team contact time is very important.

What are you most proud of having achieved since you started here?

Apart from obtaining my degree, I think it is how I have developed over the years. Networking was typically a male dominated area and I was the first female engineer to join that team – at times that was intimidating. After moving into management, learning to let go and delegate was a challenge initially. I am very proud of where I am now in my career – managing a team of six engineers in a crucial area of IT.

You've recently returned from maternity leave. What's the next step for you?

I still have a lot to learn in this job but in time it would be the opportunity to manage a bigger and broader team or maybe taking a sideways step into another management role in IT.

What do you think are the key benefits of working at UCL?

Well I've just taken advantage of one of them having returned from a year's maternity leave – a good maternity leave package means a lot. Being able to take adequate time off and know that I can come back to my job is a real bonus as well as knowing UCL supports a work-life balance.



“Coming from the private sector, I have been really impressed with the way that employee welfare and wellbeing is put at the forefront of policy”

Senior analyst developer

A word from the Provost

UCL is a radically different university. Founded in 1826 in the heart of London, we were the first university in England to welcome students of any religion and the first to welcome women on equal terms with men.



“This is a defining moment for UCL, and it could be a career-defining moment for you.”

Our bold vision of education for all, our brave approach to creating and sharing knowledge and our global outlook have seen us rise to become one of the World's Top 10 universities, and these principles remain at the heart of our ambitious 20-year strategy, UCL 2034.

As UCL President and Provost, I am proud to say that our world-class people make all this happen.

Who are we?

A cure for cancer. A revolution in dementia care. A new approach to global prosperity. At UCL, we take on challenges of this scale. We know the stakes are high, but we are not afraid to take risks and have a go. All these things are possible. Our job – your job – is to make them happen.

As a global university seeking ever higher levels of performance in all our activities, our success depends on recruiting, developing and retaining world-class staff.

The time is now

We are in a hugely exciting phase of UCL's history. We are investing in a £1.25 billion capital programme, Transforming UCL, to enhance and develop our historic Bloomsbury campus to deliver more accessible, innovative and sustainable teaching, learning and study spaces to support the ambition of our academic community. We are also building a new campus, UCL East, on the Queen Elizabeth Olympic Park, providing an innovative environment that will contribute to the regeneration of east London.

Our Campaign for UCL, which launched in September 2016, aims to raise £600 million – the most in our history.

In addition, we are delivering a phased programme to provide more effective, efficient and integrated professional services. These initiatives will enable us to achieve our vision of academic excellence, sustain our position as one of the top 10 universities in the world and create an environment in which our people can personally develop and fulfill their potential.

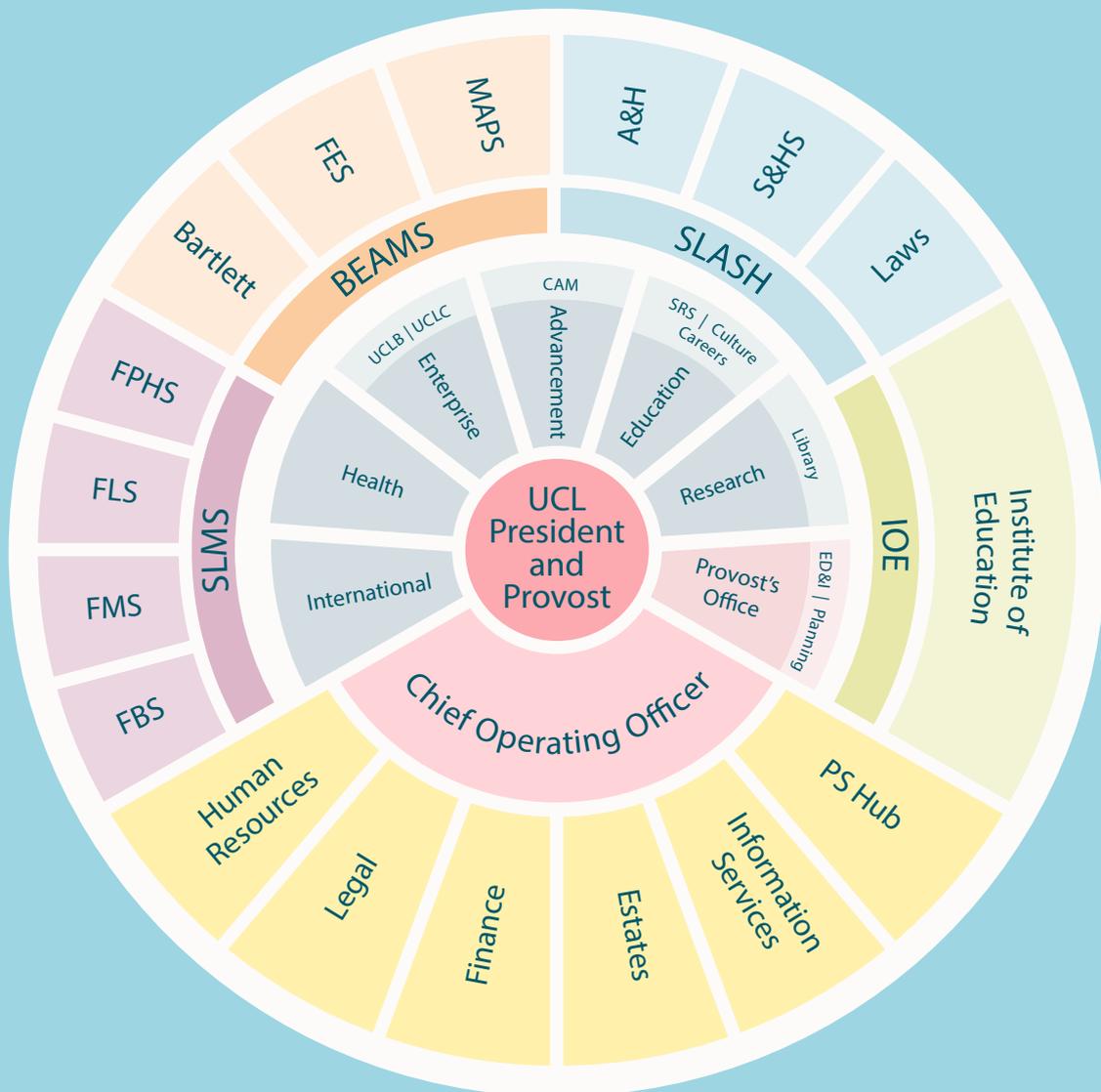
We are in it together

At UCL, I feel proud and humbled to lead a high-calibre team of colleagues who support each other. I work closely with our seven Vice-Provosts, who each lead on an area of strategic importance to UCL, as well as with the Deans of academic faculties and the Directors of Professional Services.

However, what I enjoy most about my role is meeting people across campus with diverse academic and professional interests and seeing their passion for what they are doing. They are the future – we are the future – and I hope you will be too.

Professor Michael Arthur
UCL President & Provost

UCL organisational structure



KEY TO DEPARTMENTS

Professional Services

Human Resources
 Legal Services
 Finance and Business Affairs
 Information Services Division
 Estates
 Professional Services Hub

Offices of the Vice-Provosts (OVP)

Advancement
 Enterprise | Innovation & Enterprise
 Health
 Education and Student Affairs
 International | Global Engagement
 Research

Departments within OVPs

Communications and Marketing
 Student and Registry Services
 Culture
 Careers
 Library Services

Departments within the Provost's Office

Equality Diversity and Inclusion
 Planning

School of Life and Medical Sciences

Faculty of Brain Sciences
 Faculty of Medical Sciences
 Faculty of Life Sciences
 Faculty of Population Health Sciences

School of the Built Environment, Engineering and Mathematical and Physical Sciences

The Bartlett Faculty of the Built Environment
 Faculty of Engineering Sciences
 Faculty of Mathematics and Physical Sciences

School of Laws, Arts and Humanities, and Social and Historical Sciences

Faculty of Arts and Humanities
 Faculty of Social and Historical Sciences
 Faculty of Laws

UCL Institute of Education

Wholly owned subsidiary companies (within OVP)
 UCLB
 UCLC

Further information about working at UCL

UCL 2034 – where are we heading?

Our distinctive approach to research, education and innovation will further inspire our community of staff, students and partners to transform how the world is understood, how knowledge is created and shared and the way that global problems are solved.

“If you join UCL, you will be joining a world-class team full of talented individuals. As London’s Global University, we work incredibly hard to attract, develop and retain the people that we need to deliver our academic mission.”

Fiona Ryland
Chief Operating Officer

UCL 2034

UCL 2034 is the university’s 20-year strategy, setting out our vision for the future. It has six principal themes: academic leadership; integration of research and education; global challenges; accessible and publicly engaged; London’s Global University and delivering global impact.

It underpins everything that we are and everything we do, and builds upon our founding principles, including opening up education in England for the first time to students of any religion.

Transforming UCL

The six principal themes identified in the 2034 strategy require high standards from our working environment. Transforming UCL is the largest capital programme in the university’s history and marks a turning point in the size, scope and capability of our estate.

The substantial investment of more than £1.25 billion over the next 10 years will refurbish and develop some of our most iconic buildings, while also creating new world-class buildings. Together, these will enable and support the university’s continued growth as we continue to build our global view now and for the future.

UCL East

UCL East is our new campus on London’s Queen Elizabeth Olympic Park. It will be the largest single expansion of UCL since the university was founded nearly 200 years ago. Envisaged as a radical new model for how a university campus can be embedded in the community, it will provide world-leading research, education, entrepreneurship and innovation.

UCL East will undeniably be part of UCL’s DNA, building on and embodying our position as London’s Global University. But it will also be original in its scope, reach and connections with the local community, the urban surroundings and the Olympic Park. It will be a place for new activities and initiatives at UCL, nurturing creativity and supporting interaction between disciplines.



The London advantage

Our Bloomsbury campus is unlike anywhere else in the world. We are within London's 'Museum Mile', a collection of 13 world-class museums showcasing more than a million objects (UCL owns three of the 13). It isn't just museums – we are surrounded by the capital's finest garden squares, some of the nation's leading teaching hospitals and an array of quirky cafes and fabulous places to eat.

We are within 10 minutes walk from three of the UK's largest train stations – taking you directly to Paris, Brussels, Edinburgh, Manchester, Liverpool, Birmingham, Leeds, Cambridge and many more exciting destinations.

The culture of UCL

UCL is a dynamic place to work, study and play. Our culture is underpinned by our 10 core values that shape who we are.

Activities for all

There are a huge range of exciting things happening at UCL. Being here is culturally enriching. Social and extra-curricular activities for people include:

- A regular programme of Lunch Hour Lectures.
- Access to a huge selection of evening events from seminars and debates to screenings and comedy nights. Most events are free.
- The option to join the Institute of Making and use their cutting-edge facilities.
- Complimentary membership of all UCL libraries.
- The option to join the UCL Chamber Music Club, the Housman Room (Academic Staff Common Room) and other clubs.
- The opportunity to join vibrant staff diversity networks, such as Enable (for Disabled staff), the LGBTQ staff network, UCL Women, Astrea and RaceMatters@UCL.
- Three museums on campus to visit during your lunchbreak.
- The chance to learn a language via our discounted evening classes.

Be proud to work at a university that is championing both environmental and social sustainability and join a strong community of staff and students committed to helping. Enjoy Green Champion socials, environmental training and a variety of greening events such as cycling lessons and bird walks.

While seemingly our estate is urban, UCL is home to specialist city flora and fauna including peregrine falcons, kestrels and bats with more than 250 buildings worth of green spaces. Grow your own food in our allotment and enjoy lunch in our gardens and squares.

UCL's values

- Commitment to excellence and advancement on merit
- Fairness and equality
- Diversity
- Collegiality and community-building
- Inclusiveness
- Openness
- Ethically acceptable standards of conduct
- Fostering innovation and creativity
- Developing leadership
- Environmental sustainability.

“Here at UCL, the wellbeing of our people is a priority.

Our culture is one where people are valued and recognised for their contribution.”

Karen Smith
Head of Wellbeing

Staff benefits

We offer a comprehensive benefits package, including generous annual leave, enhanced maternity, paternity and adoption pay, a relocation scheme, season ticket loans, an Employee Assistance Programme and discounts through the NUS Extra card.

The UCL offering

Our benefits package is designed to offer something for everyone, whatever your personal circumstances. Wellbeing is at the heart of our package and UCL is a pioneer when it comes to family-friendly benefits. For example, we offer one of the most generous paternity leave entitlements in the sector. We are always listening to staff feedback about our benefits, particularly through the biennial Staff Survey, and will be introducing the purchase of additional annual leave due to popular demand.

We are also committed to considering applications on a part-time, flexible or job share basis wherever possible.

Furthermore, with UCL covering a vast range of degrees and disciplines, and as the UK's second largest university by student headcount, you will be in a diverse and enriching environment. Becoming part of the UCL community provides access to free Lunch Hour Lectures, exhibitions and museums and collections. UCL employs some of the world's leaders in their relevant fields, including several Nobel Prize winners – so there truly is potentially unrivalled access to the very best experts in any topic of interest.

Highlights

A generous leave entitlement, including 27 days annual leave, six closure days plus statutory holidays. Carers' leave and unpaid leave are also available, as well as the opportunity to carry five days over each year.

From day one: enhanced maternity, adoption and shared parental leave and four weeks paid paternity/partners leave.

A sabbatical leave scheme for all permanent academic staff.

A one-term gender equality sabbatical for academics returning from maternity leave – to catch up on their research without teaching load.

A workplace nursery (with limited places).

An excellent pension scheme, with an 21.1% employer contribution (USS) and a 16% employer contribution (SAUL).

Season ticket loans and a cycle scheme.

The option to purchase an NUS Extra card for a range of discounts.

A free programme of training courses and development opportunities run at UCL, a study assistance scheme to help fund external professional development and free library access for all staff. Discounts on evening language courses are also offered.

The potential for secondments and internal mobility as part of your career development.

Health and wellbeing benefits including an Employee Assistance Programme and discounted medical insurance.

“I am the happiest I have been in work in 20 years. I'm finding it a pleasant, nurturing environment and I honestly like everyone I work with. It also gives you a real sense of reward when you're working to help educators and researchers do great things.”

Systems administrator
IT Service Delivery



Equality, diversity and inclusion

We wish to foster a positive culture where all staff and students can flourish.

Fostering a diverse and inclusive learning and working environment is crucial to innovation, productivity and wellbeing and, therefore, the university's success. It starts at the top: equality objectives are a key feature of the annual performance plans of each member of the Senior Management Team.

Members of the Senior Management Team also take on equality leadership roles.

UCL's **Equality, Diversity and Inclusion Strategy 2015–2020** sets out how we will tackle the under-representation of female, Black and Minority Ethnic (BME) and disabled staff in senior grades. We will also improve the support available to our people around pregnancy, maternity, paternity, childcare and caring responsibilities. The university offers one of the most generous paternity entitlements in the sector.

UCL is a founder member of the Athena SWAN Charter, which promotes gender equality and gender identity equality in higher education, and our sustained success has been acknowledged with an Athena SWAN silver award for the university and several departmental gold awards.

Since 2015, UCL has held a Race Equality Charter Bronze Award and we were one of the first universities in the UK to receive this award. The Race Charter recognises UCL's commitment to trying to improve the representation, progression and success of BME staff and students within higher education.

UCL is also working on the institutional Athena SWAN Charter renewal and is a Stonewall Top 100 Employer for 2018.





“What really drives me is knowing that everything I do at work is going to make a difference!”

UCL faculties

Professional Services

UCL's Professional Services staff play a key part in delivering UCL's commitment to excellence in all that it does. This includes Careers, Communications and Marketing, Culture, Estates, Finance and Business Affairs, Human Resources, Information Services, Planning and Student and Registry Services. Whether you are an accountant, lawyer, graphic designer, careers coach, museum curator, web developer or occupational health nurse we have an exciting career here for you in a dynamic and agile team.

UCL departments and research institutes are organised into larger faculties that cover arts, humanities and sciences.

Arts & Humanities

UCL Arts & Humanities is one of the top such faculties in the world. A unit of great intellectual diversity, the faculty spans traditional academic disciplines and creativity.

Departments include: English, European Social & Political Studies, Information Studies, Philosophy, European Languages, Culture & Society, Greek & Latin, Hebrew & Jewish Studies and Fine Art.

The Bartlett

UCL's global faculty of the built environment.

The Bartlett is: the Centre for Advanced Spatial Analysis, the Bartlett School of Architecture, the Bartlett School

of Construction and Project Management, Development Planning Unit, the Bartlett School of Planning, the Bartlett Real Estate Institute, Energy Institute, Institute for Digital Innovation, Institute for Environmental Design and Engineering, Institute for Global Prosperity, Institute for Innovation and Public Purpose, Institute for Sustain Heritage and Institute for Sustainable Resources.

Brain Sciences

UCL Brain Sciences brings together expertise from seven institutes and divisions in the fields of psychology, psychiatry, prion diseases, ophthalmology and vision, language sciences, audiology, deafness and hearing, dementia, neurology and neuroscience.

It's mission is to solve the greatest health and wellbeing problems in the brain sciences, in order to transform society and reduce the global burden of disease.



Engineering

The Faculty of Engineering Science, UCL Engineering, is made up of 11 different departments, covering diverse areas from predicting the locations of crimes to improving medical imaging and helping companies integrate new technologies. Working together, and with the rest of UCL and beyond, gives us the interdisciplinary perspective to find solutions, and our significant strengths across all of the major engineering disciplines give us the power to implement them.

Institute of Education

In the QS World University Rankings by Subject 2017, the Institute of Education (IOE) was placed first in the world for education for the fourth year running – ahead of Harvard, Stanford and Melbourne – and was awarded the Queen's Anniversary Prize in 2015.

It's research addresses society's most important challenges, and the teaching inspires undergraduate, graduate and teacher-training students by providing them with first-hand experience of leading-edge research and knowledge creation.

Laws

UCL Laws is an agenda-setting and diverse community of legal scholars. Informed by a rich heritage of philosophical enquiry, it produces research that matters and lends a clear voice to global conversations.

Life Sciences

UCL Life Sciences seeks the answers to some of the most enduring questions about life on earth, and the most urgent problems that face humans and other animals. Research spans an incredible breadth of scientific areas; from fundamental research into the origins of life and evolutionary genetics through to structural, molecular and cell biology, developmental biology and neuroscience to ecology and biodiversity.

Supporting all this is an array of state-of-the-art platform technologies that provide our academics and researchers with outstanding technical facilities. Several thousand students are closely integrated into our community through research-embedded teaching.

Mathematical & Physical Sciences

UCL Mathematical & Physical Sciences (MAPS) comprises seven departments highly rated for research excellence: Chemistry; Physics & Astronomy; Space & Climate Physics; Mathematics; Science & Technology Studies; Earth Sciences; and Statistical Science.

The faculty also provides a base for a number of research centres and institutes: these facilitate in-depth and interdisciplinary research through collaboration between experts within MAPS, and in related areas in Engineering Sciences and Life Sciences.

Medical Sciences

UCL Medical Sciences is widely recognised as a world-leader in biomedical science and therapeutic innovation. It brings together UCL Medical School and five of UCL's divisions and institutes to create a powerhouse of medical science research and teaching. Our biomedical research capabilities and infrastructure span all stages of the translational spectrum from basic discovery science to proof-of-mechanism and clinical evaluation in patients.

Population Health Sciences

UCL Population Health Sciences delivers outstanding research and teaching for improved human health. Its research explains the biological, behavioural and psycho-social processes that operate across an individual's life, and across generations, which affect the development of disease in populations.

Social & Historical Sciences

UCL Social & Historical Sciences (SHS) represents areas of knowledge where humanities and science meet. Offering a diverse area of study, departments within SHS are ranked within the top 20 in the world. The interests and methods of the eight component departments – Anthropology, Archaeology, Economics, Geography, History, History of Art, Institute of the Americas and Political Science – offer excellent opportunities for innovative and collaborative research.



Information Services Division, UCL, Bidborough House, London WC1H 9BT

www.ucl.ac.uk/isd