



University of
East London

Pioneering Futures since 1898



Your job title:

Global HR Manager



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We're delighted that you're considering joining us on our journey to deliver *Vision 2028*.

Think all employers are the same? Think Again.

At the University of East London, we're not just another employer. We're a careers-first, values-driven institution with a bold mission to tackle inequality and prepare for the future. Together, we're building a truly inclusive and future-ready university, one that empowers our students and communities to make a lasting impact.

With a proud 125-year heritage, we've always looked forward, not back. Through Vision 2028, our 10-year strategic plan, we're investing in cutting-edge learning spaces, digital innovation, and exceptional people like you.





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We are UEL

Our *institution*

The University of East London is a careers-first university. We prepare our students for the jobs of the future and have been doing this proudly for 125 years.

40,000 students represent over 160 different nationalities from across the globe.

1,800+ colleagues who help us realise Vision 2028, our strategic plan.

5 schools changing the face of education to match the ongoing fundamental shift in working cultures.

Our *difference*

1st in London for Student Experience (National Student Survey 2024).

3rd in London for Teaching Satisfaction (Guardian University Guide 2025).

1st in the UK for addressing inequalities and 2nd in the world (the Times Higher Education Global Impact Ranking, 2020).

92% of our research is recognised as world-leading, internationally excellent, or internationally recognised (REF 2021).

Our *transformation*

We're in the midst of an ambitious transformation under our Vision 2028 strategy, evolving from a traditional university into a careers-first, innovation-driven institution. As England's fastest-rising university for career success, we've embedded employability and enterprise at the heart of learning and now rank second in the UK for student entrepreneurship. Our research and enterprise activity now contributes more than £1 billion annually to the UK economy, with graduate-led business survival rates soaring by over 1000% in recent years.

We're redefining how students and staff experience university life by actively evolving, combining social inclusion, innovation, and real-world impact. The role you're applying for will play a key part in shaping the next chapter of that journey.



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Working at the University of East London

At the University of East London, we foster a professional, positive, and inclusive work environment built on shared values of Passion, Inclusion, and Courage. Our culture is collaborative and innovative, empowering staff to think differently, make an impact, and contribute to our ambitious Vision 2028 strategy. We are proud to be one of the most diverse universities in the UK, with a strong commitment to staff wellbeing, flexible working, and creating spaces that encourage creativity and growth.

We offer a comprehensive and competitive benefits package through our unique Total Reward Deal, which goes beyond salary to include progressive policies on annual leave, health and wellbeing, career development, and flexible working. Our goal is to ensure every colleague feels valued, supported, and equipped to succeed.

By joining UEL, you'll be part of a dynamic community that shares success, invests in people, and strives to make a real difference in the lives of our students and the communities we serve.

Our *Values*

Passion

We bring energy, pride, and purpose to everything we do. We care deeply about our work, the people we serve, and the impact we make – and we always strive to be better.

Inclusion

We create an environment where everyone belongs, feels respected, and can contribute fully. Our differences make us better, and fairness guides how we treat one another.

Courage

We act with integrity and confidence, even when it's difficult. We challenge ourselves to improve, embrace change, and do what's right to build a better future.



Job Description

Global HR Manager

School/Service: People & Culture

Grade: H

Location: Docklands

Reporting to: Director Of People Services and Transformation

Line management for: N/A

Key internal relationships People & Culture; Global Hub Teams, Schools and Services

Key external relationships Employer of Record

Contract type and hours FTC 12 Months/Full time

BRIEF OVERVIEW OF PEOPLE & CULTURE

The People & Culture directorate (approx. 40 staff) is organised across five distinct core functions, aligned to the delivery of our People Strategy - Talent Acquisition, Employee Experience & Development, Operations, Systems & Services, Employee Relations & Policy and Health, Safety & Wellbeing.

The People & Culture directorate is responsible, in partnership with stakeholders across the organisation, for delivering the University of East London's People strategy, in furtherance of the UEL's strategic progress outlined in our Vision 2028 strategy. It is focused on the delivery customer-centric and operationally excellent services to create an environment where people are attracted to work at UEL, to be supported to develop and grow, and deliver their best work in a high-performing and supportive environment.



JOB PURPOSE

The Global HR Manager will provide expert leadership and operational delivery on international workforce matters at the University of East London. The role will ensure the University can recruit, engage, and retain staff globally in a legally compliant, ethical, and strategically aligned manner.

The postholder will act as the University's subject-matter expert on international HR legislation, the international application of workforce policies, global employment models and cross-border recruitment, supporting UEL's internationalisation strategy and global academic and professional services footprint.

KEY DUTIES AND RESPONSIBILITIES

- Lead and advise on the recruitment of international staff across academic, research and professional services roles, including overseas-based appointments, joint ventures, and transnational education (TNE) arrangements.
- Develop and maintain compliant recruitment pathways for international hires, including direct employment, secondees, visiting academic, contractor and partner-hosted models.
- Provide expert input into workforce planning where roles are based partially or wholly outside the UK.
- Ensure UEL's international employment practices comply with relevant local labour laws, tax, social security, data protection and immigration regulations in jurisdictions where staff are engaged.
- Develop and maintain global HR policies, guidance and frameworks aligned with UEL values and UK HE best practice.
- Support institutional risk management relating to international employment, including audits, due diligence, and governance approvals.
- Ensure ethical employment practices and adherence to equality, diversity, and inclusion standards across all international engagements.

Stakeholder Engagement & Advisory

- Act as a trusted advisor to senior leaders, academic schools and global partners on international people matters.
- Support international partnerships and collaborations by advising on people implications at proposal and contract stages.
- Manage relationships with external providers including immigration advisers, global employment organisations (EOR/PEO), legal counsel and overseas partners.



Capability Building & Continuous Improvement

- Build HR capability across the University by providing training and guidance on international recruitment and compliance.
- Contribute to the development of scalable systems and processes that support global workforce management.
- Use data and insight to evaluate risks, improve efficiency and inform strategic decision-making.

The duties and responsibilities outlined provide a general overview of the range of tasks that this role may be required to perform; however, it isn't exhaustive. You may occasionally be asked to take on other duties in line with your grade as we continue to grow and evolve.

We're proud of our diverse and inclusive community, and we ask all colleagues to uphold all UEL policies and regulations. Employees should actively demonstrate our values and contribute to UEL's positive, forward-looking culture.



PERSONAL SPECIFICATION

The University's Core [Values](#) are **Passion, Inclusion, and Courage**, and they are at the root of everything we do, and everyone in our community is expected to demonstrate them.

At the University of East London, our [values](#) of Passion, Inclusion, and Courage guide our actions, from strategic decisions to day-to-day interactions with students and each other. Our values are rooted in our history, heritage, and character, and they help to ensure the University is a rewarding, welcoming, and inspiring place to work.

The table below outlines the essential and desirable criteria required to perform the role effectively. Candidates will be shortlisted based on how closely they meet these criteria.

Category	Essential Criteria	Desirable Criteria
Education & Qualifications	• Educated to degree level or equivalent professional experience.	• CIPD qualification (Level 5 or 7) or equivalent.
Experience & Knowledge	• Substantial experience and knowledge of international HR, global mobility, or cross-border employment within a complex organisation. • Proven track record of managing international recruitment and ensuring compliance with overseas employment legislation. • Strong working knowledge of UK employment law as it relates to international staff and global engagement. • Project management experience in global HR initiatives. • Experience navigating immigration, tax, social security, and data protection issues across multiple jurisdictions.	• Substantial international HR experience in Egypt, India, USA. • Experience working in higher education or a public sector environment. • Knowledge of transnational education (TNE) models or international research collaborations. • Strong working knowledge and practical application of employment legislation relating to locally hired employees, expatriates, contractors and partner-based arrangements across Egypt, India and the USA.



Skills & Abilities

- Proven ability to apply in-depth knowledge of international employment models, including locally hired staff, expatriates, contractors, and partner-based arrangements.
- Strong analytical and problem-solving skills with the ability to assess risk and provide pragmatic solutions.
- Excellent stakeholder management skills, with the ability to influence at senior level.
- High level of cultural awareness and sensitivity.
- Excellent communication skills
- Demonstrated ability to work cross functionally/divisionally.
- Experience of working effectively without close supervision.
- Strong IT skills, including experience of MS Office (particularly Excel, Word, Outlook and Teams), HRIS, ATS, with the ability to analyse data and produce accurate reports.
- Demonstrable ability to apply employment legislation across Egypt, India and the USA, to support the engagement of locally hired employees, expatriates, contractors and partner-based workforce arrangements.
- Experience managing external legal or compliance advisors.

**Other
Competencies**

- Deep understanding of equality, diversity, and inclusion issues.
- High levels of integrity, discretion, and professional judgement.
- Collaborative and collegiate approach, aligned with the values of the higher education sector.



FURTHER INFORMATION

UEL is an inclusive equal opportunities employer and is proud of our Equality, Diversity and Inclusivity achievements. We expect all employees of UEL to accept our EDI policy and will not tolerate discrimination in any form. As an employee of UEL, we expect you to follow all relevant Health & Safety policies.

We're a disability confident employer and value all applications. Please let us know if you require any reasonable accommodations throughout the recruitment process.

DISCLOSURE AND BARRING SERVICE (DBS)

Some roles at UEL may require a Disclosure and Barring Service (DBS) check under the Rehabilitation of Offenders Act (Exceptions Order) 1975. Where this applies, candidates will be informed during the recruitment process.

Last Update: **20/07/2026**



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Join us on our *journey*

