UHR Strategic Projects and Research Manager

Examples of possible projects and research that might be undertaken could include:

- HR department metrics and benchmarking surveys and data visualisation.
- Track career progression of HR staff who have participated in UHR development programmes, to demonstrate effectiveness. Consider whether collection of EDI data on UHR members would promote inclusion and diversity in HR HE careers.
- Researching the level of 'case work', use of compromise agreements and other indicators of difficult working cultures, the costs and patterns of complaints; identifying the implications and potential solutions.
- Promoting good people culture and positive working environments, particularly in research teams, gathering evidence of causes of difficulty and workable solutions for HE.
- Developing links with the CIPD's research activity, e.g. the PrOPEL hub and applied research network for improving productivity.
- Research questions from the UHR website discussion boards, e.g. undertake surveys or targeted interviews, collect and analyse responses, set up quick 'task and finish' groups and conversations to consider and then disseminate findings.
- Supporting HR teams collaborating on reviewing locally their grading and performance related incremental pay progression.
- Workforce planning and performance management institutional approaches – survey and 'what works' dissemination.