

Recruitment Team Action Plan 2020

Unitec Priority	Team Priority	Action and Timing
Improve the success of all learners, achieving parity for Māori, Pacific and under 25s by 2022, enhancing international learner success and serving the educational needs of West, Central and North Auckland communities	Build strong partnering relationships across Unitec with a focus on learners and staff needs Rangatiratanga - Authority and Responsibility	<ul style="list-style-type: none"> Elevate Recruitment team profile across the business, incorporating the wider HR team (e.g., HR Services, HRBPs) through running lunch and learn sessions, training initiatives, and joining relevant meetings with stakeholders. Routinely attend department leadership & team meetings to gain an understanding of what is happening in the business Partner closely with HRBPs as they work through change proposals – so that we understand ahead of time what is in the pipeline Enhancing our effectiveness in our roles by understanding Unitec's offering e.g. attending lectures, Student Pōhiri's, Open Day participation Attend 'I see me' presentations and demonstrate involvement in recruitment practices in making this initiative successful. Develop partnership with priority group champions, eg, Kaihautū, Pacific Success Navigators, Student Success team
Provide high quality learning, teaching and applied research to develop work-ready lifelong learners and return to Category One status	Best practice delivery to contribute toward a Category One culture of excellence Mahi Kotahitanga - Co-operation	<ul style="list-style-type: none"> Work closely with Simon Nash to create a robust process for hiring teaching positions by 30/4/20 Establish relationships with our Research Partner's by 31/5/20 Deliver Recruitment workshops quarterly to upskill staff capability and consistency (let's discuss frequency and how this could be done) Provide 4 x Linked In workshops to business by 30/4/20
Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning	Engage and inspire staff so that they are proud to work at Unitec and are equipped with the capabilities to support quality learning Wakaritenga – Legitimacy	<ul style="list-style-type: none"> Te Reo – attend full suite of programmes, to understand and incorporate Mātauranga Māori into everyday practice Work closely with L&D to input into the changes being made to the Induction and Onboarding process. Attend APM training day to give overview of Onboarding process & create an email template checklist for managers. Complete by 30 June 2020.
Build a financially sustainable organisation to invest in the future with an operating surplus by 2022	Develop and enterprising mind-set of financial sustainability, looking for opportunities constantly Kaitiakitanga – Guardianship	<ul style="list-style-type: none"> Use data to drive recruitment decisions – ensuring we are using the most effective channels to source talent – provide recruitment dashboard to the business leaders each month/quarter? Work with Marketing to develop our Employment Brand. This includes – reviewing our careers page content, adding whanau interview info, new photos & video content. By August 2020