



Race and Ethnicity Liberation Engagement Leader

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Leader Role Profile



Role Title: Race and Ethnicity Liberation Engagement Leader

Salary: £12.71 pr

Full Time/Part Time: Part Time

Hours: 7 Hours Per Week Term Time Only

Contract Term: 15th June 2026 to 30th June 2027

Accountable to: The Student Body and the Welfare and Liberation Elected Trustee

Location: LUU Building with the option of some working from home

Eligibility: Any University of Leeds Student (for academic year 2025/2026 and 2026/27) who are eligible to work in the UK at the start of employment

Our Organisation and its values

We are Leeds University Union, a democratically-led charity that helps over 38,000 students **love their time at Leeds**. We want to make student life the best it can be by supporting students to fuel their passions, creating a celebrated fun and lively community and supporting them to be their best selves, through all the activities we deliver at LUU. This ranges from our Clubs and Societies Programme, our academic advocacy, an independent Help and Support service, and a set of café/bars that build community amongst others. Through these activities, we live our values of being Fun, Inclusive and Empowering.

We have embarked upon an exciting project – our Community Engagement Model Project will deliver an additional 10 paid part-time roles be elected by our students, a refocus of the full-time **Elected Trustee** roles to create a closer link of power and accountability by, for and between students, officers and elected trustees, which will embed a culture of advocacy, mobilising and organising.

What is a Liberation Engagement Leader?

We are piloting 5 Liberation Engagement Leaders being elected in LeadLUU for the first time ever. These are;

1. LGBTQ+ Liberation Engagement Leader
2. Gender Liberation Engagement Leader
3. Race & Ethnicity Liberation Engagement Leader
4. Disabled & Neurodivergent Liberation Engagement Leader
5. Class & Social Inequalities Liberation Engagement Leader

This is a development of the previous Liberation Student Community, recognising the barrier and principal of payment for those organising towards Liberation.

Through our consultation work with students, it has been identified that we need to work on two principles. Student leaders need to be supported to tackle both marginalised communities and any specificity they have that needs organising around, and the collaborative work intersections between marginalised students.

Because of this, Liberation Engagement Leaders will work less like representatives of their communities and work more like organisers, enabling, creating, building and bridging communities based around liberation identities.

The time focus of Liberation PTOs then is split more towards Mobilising and Organising than Advocacy (however it will include some). Organising involves listening to students, running education, awareness-raising, and change-making campaigns, events, student community projects and communicating work.

What do the Race and Ethnicity Liberation Engagement Leader do?

A Liberation Engagement Leader will focus on student issues that disproportionately affect those from marginalised backgrounds.

To do this; their **specific duties** will be:

- Chair their relevant Network of other student volunteers and students within their focus area.
- Attend and facilitate small-table discussions where relevant at the new Liberation Assemblies.
- Lead on organising with other students on projects, campaigns or events within their community/issue area.
- Commission, support the collection of and review data and feedback on the community/issue area.
- Build relationships with relevant student communities (e.g., sports, societies, liberation groups).
- Increase the networks that the Engagement Leaders organises with.
- Identify and work with leaders in their own community, spotting opportunities for increased organising training and support
- Attend any relevant University meetings relating to insight given. These may be: Student Success and Access Meetings, EDI Committees, Curriculum Redefined Meetings, Facilities Directorate Meetings,

Role Description

These are the ownership areas and ongoing accountabilities of the role:

Network Leadership & Community Building

- Maintain and grow networks of student volunteers and leaders within their liberation focus area.
- Identify and work with leaders in their own community.
- Increase the networks that the Engagement Leader organises with.

Campaigns, Projects & Events

- Ensure effective organisation and delivery of campaigns, projects and events that advance liberation priorities.
- Lead on organising with other students on projects, campaigns or events within their community/issue area.

Insight & Data Management

- Oversee the collection and use of data and feedback to inform decisions and improve impact.
- Commission and review data and feedback on the community/issue area.

Relationship Management

- Build and sustain relationships across diverse student communities (including identity-based, academic, cultural, faith and civic engagement groups).

Advocacy & Representation

- Advocate on issues in University committees and working groups, ensuring liberation perspectives are represented.
- Partner with Elected Trustees and other PTOs to advocate on issues to external figures and public affairs.

Person Specification

These are some of the skills, experiences and qualities that you might have that will be beneficial for the role. During your term you'd continually develop these.

Criteria Eligibility

Current students at the University of Leeds at any level of study who has the right to work in the UK.

Skills

- **Leadership** - You listen, bring people together and can motivate others to engage and empower students to be active in their networks and communities. You spot collaboration opportunities.
- **Power Builder** - You will build power with students, enabling them to create their own communities and movements that ensure legacy past your term
- **Strategic Connection & Influencing** - You will care about the issues that affect students, but will approach solutions to these issues in a strategic manner, working with and influencing key decision-makers, understanding mutual-shared interest
- **Project Planning & Delivery** - You will work on an array of projects, getting first-hand experience at moving from ideas, to planning to delivery and review.
- **Accountable** - Takes ownership over areas of project/ideas. Involving students in planning, keeping them up to date with what you're working on.
- **Interpersonal** - Interested in people and can build new positive working relationships and support retaining previous ones, internally and externally
- **Adaptive** - Flexing when needed and ability able to manage and work through change in an ever-transforming student experience environment.
- **Advocacy** - Supporting and speaking on behalf of students to represent their needs and views.

Behaviours

- **LUU Strategy** - Aligns with the values of fun empowering and Inclusive
- **Insight driven** - Able to interweave personal stories and affects and data to influence decision-makers.
- **Collaborative** - Works collaboratively with team members and students, ensuring that all voices can be heard, and works together as a collective to find solutions.

Benefits and Support

As an Liberation Engagement Leader, you'll take part in an extensive induction and ongoing development programme you will be required to attend so that you can represent students effectively. During induction, you'll engage in a series of training sessions delivered in-house or by expert trainers, attend a 3-day team-building Residential and connect with other student leaders from across the country via a range of events and conferences.

You'll be supported over the course of the year by the new Student Leader Organising Team, who'll support you and coordinate personal and professional development support to help you thrive.

Process

LeadLUU is a fun, inclusive and empowering democratic election which should be an enjoyable experience for all involved. It will be difficult, but highly rewarding. You should expect a warm, welcoming experience from staff and other student leaders.

All Liberation Engagement Leaders will be selected by students during LeadLUU. Every candidate will have the opportunity to succeed in the process, promoting themselves, attending training, building new skills, receiving support, or using resources designed to give them the best chance to compete in the elections. We here to support you with everything you need to deliver a great campaign!

We use the Single Transferable Vote system where LUU members can rank candidates in order of preference or just select one candidate.

LeadLUU Timeline

End of Nominations: 16TH February

Mandatory Candidate Training (need to come to one whole day): 24th and 25th February 2025

Candidates Revealed and Campaigning Begins: 11th March

Voting Period: 16th, 17th, 18th March

Results Night: 23rd March

If you have any questions or concerns regarding the dates, please contact the Democracy and Campaigns Team at DemocracyAndCampaigns@luu.ac.uk. We recommend that you read our [Guide to LeadLUU first](#).

Top Tip: This role can be quite competitive; we recommend that you use your experience networks as a student. Research your ideas with your friends and showcase how what you want to do will benefit University of Leeds students. Consider how you will stand out from the other candidates in the role.