

# Graduate Trainee Scheme

# Case Study



UNIVERSITY OF  
LIVERPOOL

## Anniken Jensen

### What attracted you to a career in Higher Education Management?

“For me it was that, when I was working as a Student Ambassador – I found it very rewarding and interesting. As I wasn’t too sure what I wanted to do after my degree – I thought about how much I enjoyed being a student ambassador and wanted more experience in that area.”

### What parts of the programme have you enjoyed the most and why?

“The opportunity to gain experience in a wide range of areas across the University, to be able to compare the similarities and differences that are in one organisation. As a result, I was able to learn different skills. I am now aware of the pressures that are faced in a HE environment, a lot of this knowledge came from experiencing four different placements during the programme. Another part of the experience that was enjoyable was having a senior member of staff as a mentor.”

### What have been the benefits of working in different departments across the University?

“Learning the different challenges and pressures faced by each department and how they deal with this and how each department prioritises these challenges as this can differ in each department – I can now take this experience outside of the University.”

### Which parts of the programme have you found most challenging?

“Although it is very beneficial - I think that having to move around every 6 months can sometimes be a challenge. This is because it can feel like as soon as you settle in, it is time to move on. It can feel as though you can not properly integrate into the team as you know yourself that you are going to be moving on. This can also be a benefit as if there are changes coming in the department you can concentrate on the job role you have been given for your time there.”



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### **Tell us about the training and support you have received?**

“During the whole programme I have found that my managers have been very supportive of any development I have requested - whether the course or training was relevant, not only to my professional but also to my personal development, they have always been more than happy to support this and fund it where necessary. A lot of the training I was able to attend will support the completion of my ILM Level 5 qualification – I found that all managers fully supported me completing this qualification and gave me time when I needed it to work towards my completion, such as completing assignments. Also, having a UoL mentor has also been a very positive experience.”

### **Would you say you have changed since you started the programme? And if so in what way?**

“Yes, I definitely have! I feel as though I have matured a lot, gained a lot of confidence and am no longer nervous about turning up for a new job and starting a new role as this was one of my anxieties before commencing on the programme – this is supported by other people’s comments on how I have developed during the programme. It has changed my perception on working life from when I was a student as it no longer seems so intimidating.”

### **How useful have you found it having a University Mentor?**

“It has been really useful. It was good to have the same mentor throughout the programme. A mentor who is impartial and separate to the areas that are involved in the four placements to have an outside perspective to the situation and be able to advise me. Mentors not only support you by allowing you to make decisions they also advise when someone may need to step into the situation.”

### **What could the University do to make the experience even more positive?**

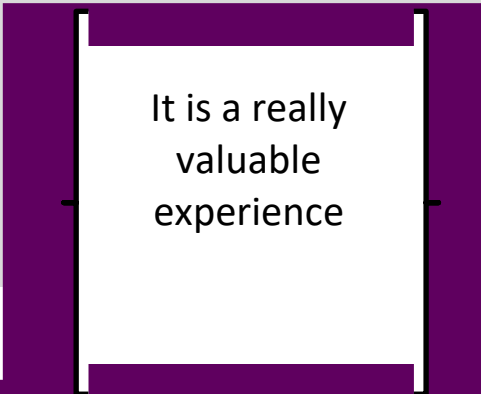

“Raise the profile of the programme as it is a really good experience, make it clear from the start what the programme includes.”

### **What advice would you give to other graduates who might be considering the graduate trainee programme at the University of Liverpool?**

“Just apply for it, even if you aren’t sure what you want to do, the programme is beneficial for any career that you want to go into. You learn a lot from the different areas, take advantage of the training and support that is offered to you on the programme and make the most of your experience whilst you are here. If you are unsure of your career it gives you an idea of what you might like to do.”

### **What are your ambitions and hopes for the future?**

“From this experience I have learnt what I do not want to do. Although I am still undecided as to what I definitely would like to do, I know that I want to stay in HE and in particular in the University of Liverpool; in an area that is data related as I have enjoyed that type of work whilst I have been here and my degree is also related to this.”



It is a really  
valuable  
experience