

GLOBAL  
CAREER  
SERVICES  
SUMMIT

*the*  
**CareersGroup**  
University of London



**UNIVERSITY  
OF LONDON**

GLOBAL CAREER SERVICES SUMMIT 2023

LONDON | 13 - 16 MARCH



Photo: José Damas



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Photo: Hugo Sousa

# WELCOME TO THE GCS SUMMIT

We are excited to welcome you to London for the 2023 Global Career Services Summit hosted by The Careers Group, University of London. The event brings together careers services, thought leaders and employers from around the world to discuss important current and emerging issues that impact careers centres and university recruiting of early careers talent. This year will be the fifth in person summit with previous events in the United Kingdom, Ireland, and Canada.

This summit is particularly exciting as it will be our first face-to-face event since the pandemic. Through structured workshops, presentations and small group interactions you will have an opportunity to network and learn from colleagues and innovators from around the world and increase your skill set on a number of the most critical issues facing global career leaders that is sure to advance your efforts in your organisation's work. The summit is also being held in partnership with ISE, the Institute of Student Employers, a professional group of global recruiting leaders from the UK, who recruit talent globally. The opportunity for collaboration and meaningful dialogue is unprecedented in our profession.

We look forward to an amazing week of creativity, conversation and innovation.

Suzanne Helbig & Mark Presnell

*Suzanne Helbig*



*Mark J Presnell*





# THANK YOU

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We could not do any of this work without our employer and technology partners. Over the past four years, we deepened these relationships and invested in one another's success. For this year's summit, we are particularly grateful for the support from our sponsors: [Cappfinity](#), [targetconnect powered by GTI](#), [Handshake](#), [Symplicity](#), and [Practera](#). Without your thought leadership, innovative technology, and supportive partnership, we could not be successful as an organisation or as a profession. Similarly, employer collaborations continue to be a part of the success of our conference and our field. This year, we have an outstanding group of employer sponsors including [Abbott](#), [Enterprise Holdings](#), [EY](#), and [Uber](#) whose ideas influence the employer insights that inform our work. Finally, we are grateful for the [1 Hour Project's](#) commitment to advancing social mobility across the globe.

To return to an in-person event, we wanted to visit an iconic location. Thanks to the [University of London Careers Group](#) collectively and specifically to [Kate Daubney](#), we are able to spend three days at the iconic [Senate House](#) in central [London](#). In addition, we were able to partner with [Stephen Isherwood and the Institute of Student Employers \(ISE\)](#), a professional group of global recruiting leaders from the UK, to create a meaningful opportunity for collaboration and dialogue. Stephen convened a group of global recruiting leaders including [Bryan Quick \(Abbott\)](#), [Marie Artim \(Enterprise Holdings\)](#), [Cath Possamai \(Amazon\)](#), and [Glen McGowan \(HSBC\)](#) to inform employer collaboration. Because of their strategic leadership and passion for the field from Stephen, and our employer partners, we are able to create the Employer Insight Day – a new feature of this year's summit.

Our Gold Sponsors:



**Handshake**

Our Silver Sponsors:

**Uber**



**1 HOUR  
PROJECT**



Finally, and most importantly, we had a truly fabulous [Programme Committee](#). Please join me in thanking

- [Chair](#): Suzanne Helbig, Associate Vice Provost, Division of Career Pathways, University of California, Irvine
- Alan McAlpine, Deputy Director, Student Success, Curtin University
- Caroline Kennedy, Head of Career Development & Employability, National College of Ireland
- Kate Daubney, Director of The Careers Group, University of London
- Kulvinder Birring, Head of Student Futures, Keele University
- Liz Lierman, Assistant Vice Chancellor, Career & Professional Development, Denver University
- Michelle Schenk, Senior Director, Career Center, University of Texas at San Antonio
- Mario Vela, Assistant Vice Provost of Career Engaged Learning, University of Texas at San Antonio

for their dedication, hard work, creativity and commitment to making this event a success. They worked for more than six months to create opportunities for us to learn, be inspired, challenge, and be challenged. The conversations that will occur and the connections that will be made are a direct result of their efforts. Additionally, this organisation does not exist without [Claire Mason](#) who supports every piece of this program and ensures a successful event. We are very grateful for all of her work.

We are also grateful for this community and the many ways that each of you support one another. In the last four years, we have certainly needed a lot of support. The event brings together thought leaders, including global employers, from around the world to discuss important current and future issues that impact careers centres and university recruiting of early careers talent. We are grateful that each of you continues to contribute, engage, and challenge as we move our profession forward.

Have a fabulous week!

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MONDAY 13 MARCH

14:00 - 16:30	<p><b>Optional</b></p> <p>The Careers Group will be showcasing some of their practices in repeating 40 minute sessions, enabling delegates to attend up to 3 that interest them during that time.</p> <p>Topics include:</p> <ul style="list-style-type: none"><li>• Being inclusive by design: implications for careers and employability in curriculum - Aranee Manoharan (King's College London)</li><li>• Translating insitutional strategy into employability in the curriculum - Gemma Kenyon (City, University of London)</li><li>• Transdisciplinary learning to develop employability - Victoria Wade/Laura Brammar (University of London Careers Service)</li><li>• Showcasing activities from our University of London postgraduate module Strategic Approaches to Careers and Employability in Higher Education - David Winter (TCG Head of Research and Organisational Development)</li></ul>	<p><a href="#">Senate House, Malet Street, London, WC1E 7HU</a></p>
16:45 - 17:05	<p><b>Optional</b></p> <p>Tour of the Summit venue, the iconic Senate House. Pre-booked delegates only. This tour will also be available at the end of the day, Tuesday 14 March.</p>	<p><a href="#">Senate House, Malet Street, London, WC1E 7HU</a></p>
18:10 - 18:15	<p>Meet in the hotel lobby for short walk to Drake &amp; Morgan (10 minute walk from hotel)</p>	
18:30 - 21:30	<p>Pre-conference Reception and Official Welcome at <a href="#">Drake &amp; Morgan</a></p>	<p><a href="#">Drake &amp; Morgan, 6 Pancras Sq, London, N1C 4AG</a> (10 minute walk from hotel)</p>



TUESDAY 14 MARCH

08:30 - 09:00	Meet in the hotel lobby for the walk to Senate House (25 minute walk from the hotel)	
09:00 - 09:15	Arrival and registration	<a href="#">Senate House, Malet Street, London, WC1E 7HU</a>
09:15 - 10:45	Welcome, Gift Exchange, Awards	
10:45 - 11:00	Tech Talk: <b>Early Career Trends. Using Data to Inform Employer Relationship Development and Student Engagement.</b> <b>targetconnect and Cibyl</b>  Speaker: <a href="#">Mark Mitchell</a> , Chief Education Partnership Officer, GTI  GTI Group will discuss different strategies on how career services offices can utilise technology and data to inform employer relationship development and promotional drives. Current trends in labour market demand, student preferred sectors, and active employers in the platform will be reviewed. What are some educated guesses on what that market might be like 5 years from now?	
11:00 - 11:10	Coffee/tea break	
11:10 - 12:30	<b>Career Services Across the Globe</b>  This session is designed to build an understanding and appreciation of careers service structures around the globe and the innovations that are currently underway within them.	
12:30 - 13:30	Lunch	
13:30 - 13:45	Tech Talk: <b>Handshake: Inclusive Hiring Practices</b>  Speaker: <a href="#">Michael Harbaugh</a> , Director of Education Partnerships at Handshake UK  Handshake will discuss current and future trends in inclusive hiring practices. What is the landscape to promote DEIB practices in the candidate experience? What roles and partnership opportunities exist for technology, universities, employers, and students to collaborate? What are some of the best practices in DEIB and recruitment?	

13:45 - 15:15	<b>Creating Developmentally Appropriate Early Career Programming for the Adolescent Brain</b>  Speaker: <a href="#">Emma Jayne Kilford</a> , Postdoctoral Research Fellow, Department of Clinical, Educational & Health Psychology, University College, London  Adolescence is said to last well into one's twenties, and that means in our work – with undergraduates, new alumni, and graduate students – we often work with students whose brains are still under construction. How can we use brain science to design services that meet students where they are in their development?  Watch the <a href="#">Ted Talk</a> in advance of this session.	
15:15 - 15:45	Coffee/tea break	
15:45 - 16:00	Tech Talk: <b>Symplicity: Strengthening The Essential Bond Between Career Services And Early Talent Recruiting To Thrive In An Evolving Economic Landscape</b>  Speaker: <a href="#">Matt Small</a> , President & CEO, Symplicity  The current global economic environment reveals a renewed emphasis on the invaluable relationship between university recruiting & career services as one stretching beyond simply short-term job placement, but toward mutual long-term, sustainable workforce development. No longer enough to rely on outsourced job boards and superfluous postings, today's economic landscape re emphasises the need for a reimagined approach with jobseekers requiring quality, curated opportunities for their unique skill sets and talents, and increased guidance to meet the demands of evolving organisational needs. It's up to career centres & employers now more than ever to reevaluate their partnered approach from one of intersection to interconnection within their systems and programming, especially amid the growing conversation around the skills gap, experiential/ work-based learning, and the backdrop of scrutiny surrounding the traditional degree, to ensure equitable and sustainable outcomes, with robust data and tracking to continue driving increased value for all parties.	
16:00 - 16:30	Wrap up and announcements	
16:45 - 17:05	Optional tour of Senate House. Pre-booked delegates only.	
18:30 - 22:00	Reception and dinner at Senate House	<a href="#">Senate House, Malet Street, London, WC1E 7HU</a>

08:30 - 09:00	Meet in the hotel lobby for the walk to Senate House (25 minute walk from the hotel)	
09:00 - 09:15	Arrival and registration	<a href="#">Senate House, Malet Street, London, WC1E 7HU</a>
09:15 - 10:25	Welcome, Awards, Group Activity and Photo	
10:25 - 10:35	<p>Case Study: <b><a href="#">Practera: Embedding High Quality and Authentic Work-Based Learning at Scale</a></b></p> <p>Speaker: <a href="#">Beau Leese</a>, Co-Founder &amp; Co-CEO, Practera</p> <p>90% of employers would hire a candidate that has engaged in work based learning experiences during college over one who has not. Experiential learning is the key to building students employability – the skills most desired by employers including communication, problem solving and resilience. Providing access to these experiences is a key enabler of inclusion and social mobility. Institutions around the world are making it a strategic imperative to provide more of these experiences to students. The challenge for Career Services is in introducing a portfolio of experiential learning programming that is industry engaged, authentic, quality assured, scalable, accessible and customisable – within budget and resource constraints. For 10 years Practera has been partnering with leading institutions &amp; employers in Australia and around the world to embed digitally enabled, student-industry project learning that meets these challenges. At GCCS 2023, co-founder &amp; co-CEO Beau Leese will share case studies of leading practice using Practera, and key findings from Practera’s research into quality in online project learning across &gt;13,500 student and industry participants.</p>	

10:35 - 12:00	<p><b><a href="#">Cultivating Curiosity to Navigate the Unimaginable Future of Work</a></b></p> <p>Speakers:</p> <ul style="list-style-type: none"><li>• <a href="#">Karina Jorritsma</a>, Professor of Practice, Future of Work Institute, Curtin University, Perth Western Australia</li><li>• <a href="#">Branden Grimmert</a>, Vice Provost for Career and Professional Development, Associate Dean, Emory College of Arts and Sciences, Director of the Pathways Center, Emory University</li><li>• <a href="#">Kathleen Powell</a>, Chief Career Officer, Associate Vice President for Advancement, William &amp; Mary</li></ul> <p>The automation of jobs. The democratisation of content creation. The need for sustainability. Growing demand for social justice. Political and economic volatility. The emergence of Big Data and AI. A global pandemic. These domains have and continue to disrupt our routines, campus life, and workforce roles. What are the next big shifts and how will they affect the world of work? That is a trick question: no one truly knows! The only certainty is that change is inevitable. It is against this backdrop of uncertainty that this session emphasises approaches to navigating the unimaginable future while also touching on topics of emerging career competencies for students and career services leaders. This session is designed to build capacity for curiosity around three themes: 1) navigating the unimaginable; 2) preparing students to enter the uncertain; and 3) and future proofing career centres to thrive in ambiguity.</p>	
12:00 - 12:45	Lunch	
12:45 - 13:30	Tree planting in Gordon Square	



13:30 - 15:00	<p><b>Integrating Career Development and Employability Across Campus</b></p> <p>Speaker: <a href="#">Grant McNeill</a>, Head of Employability and Placements at London South Bank University</p> <p>As career services around the globe increasingly look to ecosystem models to increase both the scale and depth of student preparation, great examples of career services integration on campuses are both emerging and becoming more established. This session will explore ways that career services can integrate more broadly and deeply with the academic curriculum, use technology and data systems to facilitate integration, and consider additional factors such as physical space that can enhance integration.</p> <p>This session will highlight a case study from the LSBU Careers Hub that developed a pilot with Computer Science and Informatics based on new strategic principles of identifying low performing GO areas, identifying the demographics of students most at risk and targeting interventions. This included embedding employability into the curriculum and using digital solutions to enhance delivery. This area has now seen a 28% increase in graduate outcomes.</p>	
15:00 - 15:15	Coffee/tea break	
15:15 - 15:30	Welcome from <a href="#">Professor Wendy Thomson CBE</a> , Vice Chancellor of The University of London	

15:30 - 16:15	<p><b>Tech Talk and Career Services Closing Session</b></p> <p>Speaker: <a href="#">Nicky Garcea</a>, Co-Founder, President and Global Clients, Cappfinity</p> <p>As employers look ahead to attract and retain talent for their intern and graduate roles, they are faced with a cohort of applicants globally that have had an educational experience like no other. Post Covid the full impact on this generation of students is only just being fully realised and our collective learning on how to respond is evolving. Two global themes that seem almost inescapable are mental health and reduction in skills confidence.</p> <p>This closing session will cover:</p> <ul style="list-style-type: none"><li>• Candidates' perception of their skills</li><li>• Employers' movement to skills-based hiring</li><li>• Employers' approaches to increasing candidate confidence through preparation and transparency</li><li>• Identifying the skill-for-skills</li></ul> <p>The closing session will provide participants with 15 minutes to evaluate ways to collaborate and scale candidate skills identification and development.</p>	
16:15 - 16:30	Wrap up & announcements	
18:15 - 18:20	Meet in the hotel lobby for the short walk to <a href="#">Granary Square Brasserie</a> (10 minute walk from the hotel)	
18:30 - 22:30	Dinner at <a href="#">Granary Square Brasserie</a>	<a href="#">Granary Square Brasserie (1 Granary Square, London, N1C 4AB)</a> 10 minute walk from hotel



Employer Insight Day – In Partnership with [ISE](#)

Join our partner, the Institute of Student Employers and colleagues at Abbott, Enterprise, Amazon, HSBC, Uber, Skyscanner, Haleon and EY as we discuss some of the more challenging issues facing universities and employers in the recruiting and development of early career talent.

08:30 - 09:00	Meet in the hotel lobby for the walk to Senate House (25 minute walk from the hotel)	
09:00 - 09:45	<b>Global Insights Into Early Talent Labour Markets</b> Begin the day with insights into the global early talent labour market as two leaders in the field, Bryan Quick, Abbott and Stephen Isherwood, ISE, discuss the challenges across multiple geographies, multiple sectors, and multiple employers. Learn about the key themes and goals of a day of conversations about the challenges and opportunities in college recruiting.	<a href="#">Senate House, Malet Street, London, WC1E 7HU</a>
09:45 - 10:30	<b><a href="#">Salma de Graaff, VP/CHRO at Skyscanner</a></b> <b>How HR Leaders add value for people to thrive</b> What Keeps a CHRO awake at night? What does it take to lead a team working internationally? What are the emerging trends that will affect the HR Landscape in the next 5 years. In this session Salma De Graaff will discuss how HR leaders add values to ensure organisations create a culture where people can belong and thrive.	
10:30 - 10:45	Coffee/tea break	
10:45 - 11:25	<b>EDI: A Global Imperative</b> Discussion of how companies and organisations create and implement diverse and equitable recruiting practices and inclusive work environments. How does a moral imperative to create equitable practices translate into a strategy aligning with business needs? How do practices differ within countries, regionally, and globally? What is the balance between implementing company strategies globally versus individual yet connected regional initiatives? How can colleges and universities both support these initiatives? Learn strategies and challenges regionally and globally.  Panel: <ul style="list-style-type: none"><li>• <a href="#">Bob Athwal</a>, Culture &amp; Belonging Director, Skyscanner</li><li>• <a href="#">Ashley Hever</a>, Assistant Vice President/Director, Talent Acquisition – Europe, Enterprise Holdings</li><li>• <a href="#">Tiffany Noeske</a>, Sr. Talent Acquisition Manager, Strategic Initiatives - Europe, Middle East, Africa and Pakistan, Abbott</li></ul>	

11:25 - 12:00	<b>Small Group Conversations</b> <ul style="list-style-type: none"><li>• How can we develop talent equitably and globally, given different cultural norms and expectations?</li><li>• What are the expectations of students and colleges in the development of EDI initiatives within corporate environments?</li><li>• How can colleges support employer initiatives and communicate these initiatives to students?</li></ul>	
12:00 - 13:00	<b>The Psychological Contract</b> Between reports of layoffs alongside reports of job creation, the employment market continues to be ever-changing. How has the fundamental contract between employers and employees changed, particularly in the early talent space? How can organisations create strategic opportunities for development, internal mobility, and retention. How do universities balance teaching skills necessary for initial post graduate success with qualities needed for long-term career progression. What are specific strategies that can increase connections between employers and employees?  Watch the <a href="#">video</a> in advance of this session  Panel Moderator <ul style="list-style-type: none"><li>• <a href="#">Stephen Isherwood</a>, Joint Chief Executive, ISE</li></ul> Panel <ul style="list-style-type: none"><li>• <a href="#">Marie Artim</a>, Vice President, Talent Acquisition, Enterprise Holdings</li><li>• <a href="#">Richard Irwin</a>, Global Talent Acquisition Lead – Future Talent and Programmes, Haleon</li><li>• <a href="#">Cath Possamai</a>, Talent Acquisition Director - EMEA - Stores, Amazon</li></ul>	
13:00 - 14:00	Lunch	



THURSDAY 16 MARCH

14:00 - 14:35	<b>Small Group Discussions</b> <ul style="list-style-type: none"><li>How do graduates view the employment psychological contract?</li><li>What are employers doing differently to train and retain talent?</li><li>How can universities and employers work together to prepare students for the 100-year life?</li></ul>	
14:35 - 15:30	<b>Strategic Partnerships</b> <p>A fundamental part of higher education is to create prosperous outcomes for diverse graduates and a flexible pool of talent for companies and countries. How can universities and employers engage in more strategic partnerships to meet these goals while increasing social mobility. How can we move beyond operational work to create deeper, integrated partnerships that balance scalability with high touch. What are the biggest barriers in engaging both academic and industry leadership? What specific strategies have been successful in the past, and how can engagement be deepened?</p> <p>Panel Moderator</p> <ul style="list-style-type: none"><li><a href="#">Stephen Isherwood</a>, Joint Chief Executive, ISE</li></ul> <p>Panel</p> <ul style="list-style-type: none"><li><a href="#">Dawn Carter</a>, Director, Global Talent Acquisition (Talent Coordination &amp; University Programs), Uber</li><li><a href="#">Harinder Dhillon</a>, Global Graduate Recruitment and Development Lead, Global Banking and Markets, HSBC Bank</li><li><a href="#">Dan Black</a>, Global Leader, Talent Attraction &amp; Acquisition, EY</li></ul>	
15:30 - 15:45	Coffee/tea break	
15:45 - 16:15	<b>Small Group Discussion Questions</b> <ul style="list-style-type: none"><li>What are the biggest obstacles to effective university and employer partnerships?</li><li>What does a great employer and university partnership look like?</li><li>How can we partner to prepare students for 2030 careers?</li></ul>	
16:15 - 17:00	<b>Best Ideas: Challenges and Opportunities</b>	
18:00 - 20:00	Closing reception with small plates at Senate House	<a href="#">Senate House, Malet Street, London, WC1E 7HU</a>

FRIDAY 17 MARCH

10:00 - 11:00	<b>Optional</b> <p>Opportunities to tour the Career Services at University College London, SOAS and King's College London</p>	<a href="#">Senate House, Malet Street, London, WC1E 7HU</a>
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# INSTITUTIONS/ORGANISATIONS REPRESENTED

## Australia

Curtin University

## Austria

University of Vienna

## Belgium

KU Leuven

## Canada

McGill University  
Memorial University of Newfoundland  
Simon Fraser University  
University of Toronto Mississauga  
University of Waterloo

## Denmark

University of Copenhagen

## England

Amazon  
City, University of London  
Goldsmiths, University of London  
Gradcore  
Haleon  
HSBC  
Institute of Student Employers  
Keele University  
King's College London  
Kingston University  
Manchester Metropolitan University  
Newcastle University Business School  
Queen Mary University of London  
Skyscanner  
SOAS, University of London  
St. Mary's University, Twickenham  
Transform Society  
UCL  
University of Exeter  
University of London  
University of Nottingham  
University of The Arts London

## Germany

Hochschule Rheinmain

## Ireland

South East Technological University Waterford  
Dublin City University  
Maynooth University  
Munster Technological University  
National College of Ireland  
University College Cork  
University of Galway  
University of Limerick

## Italy

Politecnico di Milano

## Japan

Osaka University

## Northern Ireland

Queen's University Belfast

## Poland

SWPS University

## Qatar

Northwestern University in Qatar

## Scotland

University of Edinburgh

## Singapore

National University of Singapore  
Singapore University of Technology & Design (SUTD)

## South Africa

South African Graduate Employers Association  
University of Pretoria

## United Arab Emirates

New York University Abu Dhabi

## United States

American University  
Auburn University  
Binghamton University (SUNY)  
Brandeis University  
Brown University  
Carnegie Mellon University  
Clinton College  
Columbia University  
Cornell University  
Duke University  
Emory University  
George Washington University  
Georgetown University, McDonough School of Business  
Georgia Institute of Technology  
Gonzaga University  
Harvard University  
Liberty Mutual Insurance  
National Association of Colleges and Employers  
Northwestern University  
Pomona College  
Purdue University Global  
Seattle University  
Southwestern Advantage  
Stony Brook University  
Swarthmore College  
Texas Tech University  
The Universit of Tampa  
University of California, Berkeley  
University of California, Irvine  
University of Connecticut  
University of Denver  
University of Miami  
University of Richmond  
University of San Francisco  
University of Texas at Austin  
University of Texas at San Antonio  
University of Virginia, McIntire School of Commerce  
University of Washington, Foster School of Business  
Weber State University  
William & Mary  
Yale University

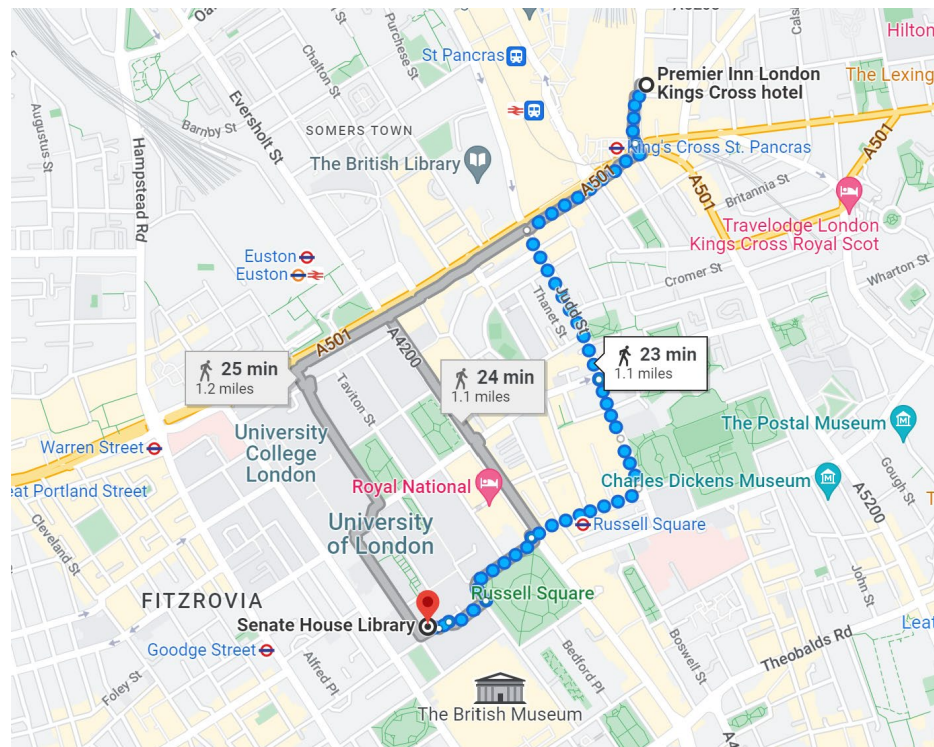
## Sponsors

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# HOTEL INFORMATION & DIRECTIONS

Summit accommodation will be at the [Premier Inn, Kings Cross](#), conveniently situated close to the University of London. Address: [26-30 York Way, Kings Cross, N1 9AA](#).



## Getting from the hotel to Senate House:

The walking route from the hotel to Senate House is fairly simple and will take you about 25 minutes.

Coming out of the hotel, turn left and walk down York Way towards the main junction at the corner of King's Cross railway station.

Walk along the front of the station and continue straight on across the front of King's Cross St Pancras underground, and then past St Pancras railway station (the elevated large red brick building with a tower).

You should cross the main Euston Road at this point.

- You can then either turn down Judd Street, past Brunswick Gardens, and then turn right onto Bernard Street and then walk towards Russell Square, passing Russell Square underground on the way. Cross at the traffic lights, walking along the north side of the Square until you see Senate House ahead of you.
- Alternatively you can continue to walk along Euston Road and then turn left down Upper Woburn Place until you reach the corner of Russell Square. Walk along the north side of the Square until you see Senate House ahead of you.
- Or you can continue a bit further along Euston Road until you reach Gordon Street. Turn left there, walking down to Gordon Square and then turning to the right onto Byng Place, then straight ahead again towards Russell Square. This is the campus area for University College London and SOAS, but you will be able to see the tower of Senate House ahead of you. This brings you to the north-west corner of Russell Square and the gates to Senate House are just past the pedestrian crossing on the right.

When you reach Senate House, walk through the iron gates and across the car park area towards the colonnade. At the colonnade, turn left towards Senate House main entrance. You should see welcome signs to the Summit near the reception area.

# ALTERNATIVE OPTIONS FOR BREAKFAST

All meals during the Summit are included in your registration. For those wanting an alternative option to their hotel for breakfast or brunch on Sunday morning, here is a list of options around the hotel and King's Cross area. These are not necessarily recommendations.

[Coal Drop's Yard](#) is approximately a 5 minute walk from King's Cross station and has a number of venues offering brunch. Their own website highlight these venues: [Caravan](#) is open from 0900h and serves brunch until 1600h although it doesn't take reservations at the weekend. It has an extensive menu. [Granary Square Brasserie](#) offers brunch from 1100h through until 1545h. The live DJ starts at 1100h. [Lina Stores](#) is an Italian restaurant and deli which is open from noon. Indian-inspired food is available at [Dishoom](#) - the queues can be long although they do take reservations. There are also a multitude of other places at Coal Drop's Yard for coffee, sandwiches, pastries and other dining choices.

For those wanting an alternative to breakfast during the Summit, within King's Cross station concourse there are chains such as [Pret](#), [Caffe Nero](#) and Patisserie Valerie (coffee and light snacks). At St. Pancras station (next to King's Cross and on the way to Senate House), on the lower ground floor concourse, also has a range of cafes and delis including [Benugo](#) (coffee, sandwiches and cakes) and Starbucks.

There are also branches of UK supermarkets in and around the King's Cross and Bloomsbury areas: Waitrose, Marks and Spencer, Sainsbury's, Tesco and Co-Op. An internet search with the hotel postcode should show the nearest branches.



# WELCOME TO LONDON & BLOOMSBURY

The area around the University of London is renowned for its cultural connections. It is home not only to several institutions that are part of the University of London (UCL, SOAS, London School of Hygiene and Tropical Medicine, Birkbeck) but also the renowned British Museum and numerous quirky specialist museums like the Foundling Museum, the Postal Museum, the Grant Museum of Zoology, the Brunei Gallery of Art from Asia, Africa and the Middle East, Sir John Soanes' Art Collection or Pollock's Toy Museum.

Above all, Bloomsbury is renowned for its literary connections. Many famous authors lived in the area, such as George Bernard Shaw, Charles Dickens (there is a museum in his former house), Virginia Woolf and other members of the Bloomsbury Group lived in several of the pretty squares. The British Library is just a stone's throw away, as is the St Pancras Registry Office where Virginia and Leonard Woolf got married or St George the Martyr Church, where Sylvia Plath and Ted Hughes got married.

The literary connections don't get much stronger than the fact that The Careers Group originally had its offices at 46 Gordon Square, which is the house of the Stephens sisters before they got married and became known as Virginia Woolf and Vanessa Bell respectively.

There are still several independent publishers in the area: Faber and Faber (where T. S. Eliot was an editor), Bloomsbury (who first published the Harry Potter books), Bonnier Books, Oneworld and Quartet Books, to name just a few. It is also an area rich in bookshops: from the amazing Gower Street Waterstones (formerly an independent Dillons) in a four storey neo-Gothic building, to small and specialist shops such as the London Review Bookshop, Bookmarks (for socialist and socially engaged works), Jarndyce (for rare books), Arthur Probsthain (specialist art and oriental culture), Gay's the Word (gay literature), Treadwell's (occult and supernatural).

Let's not forget that there are many pubs and restaurants with literary pedigree in this area. The Fitzroy Tavern was a meeting place for many artists and writers, including George Orwell and Dylan Thomas, and they would then migrate to The Wheatsheaf, just a couple of streets away. The Lamb can boast of literary guests such as Charles Dickens, Oscar Wilde and Virginia Woolf. In fact, Oscar Wilde spent his first night when he was released from prison at a friend's house in Upper Bedford Place – it was also his last night on English soil before he went into exile.





# BLOOMSBURY & ITS ENVIRONS ARE STEEPED IN HISTORY, FROM TRANSPORT TO SPIES

King's Cross is dominated by spectacular buildings. The gothic red brick of St Pancras Chambers, which houses a hotel, private apartments (including one in the clock tower) as well as a train station, was built in the 1860s. It was almost demolished in the 1960s but was championed by poet John Betjeman and it survived. You can see a statue of him inside the station.

Directly across the road is an example of 1970s brutalist architecture. Formerly the Camden Town Hall extension, The Standard hotel added three modern storeys as well as an external red lift.

Nearby is The British Library, the national library of the UK. In the piazza, a 12 foot bronze statue depicts Isaac Newton in the search for knowledge.

Brunswick Square gardens is where you can find one of the ten Great Trees of London. Impossible to miss, the imposing London Plane tree is over 200 years old and is thought to be London's second oldest plane tree. Next-door is the Brunswick Centre, a brutalist residential and shopping centre. Tucked away in a quiet street is the art deco Daimler Car Hire Garage. Built in 1931, the unique sloping windows indicates its former life as a car park.

Bloomsbury has ten Georgian garden squares, most of which are open to the public. Gordon Square has two monuments to notable residents. Rabindranath Tagore, a Nobel prize winning Bengali poet and philosopher is commemorated with a bust. It features one of his poems, displayed in Bengali and English. of only three women to have been awarded the George Cross.

Also in the square is a memorial to Noor Inayat Khan, a secret agent who supported the French Resistance in World War Two. She is generally regarded as Britain's first Muslim war heroine and is one of only three women to have been awarded the George Cross.

To the east of Gordon Square lies Tavistock Square. Situated in the middle is a bronze statue of Mahatma Gandhi who studied at nearby UCL. It was unveiled in 1968 to commemorate the centenary of his birth. Other notable things to see in the square include the Conscientious Objectors Commemorative Stone, a piece dedicated to the struggle faced by conscientious objectors.

Around the corner from Senate House are two brutalist buildings both designed by architect Denys Lasdun in the 1970s. The Institute of Education with concrete staircases are typical of Lasdun's style. Just behind it is the School of Oriental and African Studies library. Nearby is a statue of Thiruvalluvar, a celebrated Tamil poet and philosopher.

On the western corner of Russell Square garden is a green cabmen's shelter. One of only 13 remaining in London, they were originally built for horse drawn hansom cab drivers in the Victorian age so they could seek shelter from inclement weather. The only alternative before this, was the pub, and they would inevitably end up inebriated. Today it's open to the public to order food from but only black cab drivers are allowed inside.

On the Malet Street side of Senate House, there is a plaque commemorating Mary Prince, the first Black woman to publish her life story in English. Born in Bermuda, she was bought to London by her enslavers. She published her book, *The History of Mary Prince*, in 1831, which tells of her experiences and added her voice to the abolitionist campaign.

## Addresses

St Pancras Chambers, Euston Road, NW1 2AR

The Standard, 10 Argyle Street, WC1H 8EG

British Library, 96 Euston Road, NW1 2DB

Brunswick Centre, Bernard Street, WC1N 1BS

Daimler Car Hire Garage, 7 Herbrand Street, WC1N 1EX

Gordon Square, WC1H 0PD (approximate location)

Tavistock Square, WC1H 9EU (approximate location)

Institute of Education, WC1H 0NS (approximate location)

SOAS, WC1H 0NS (approximate location)

Cabmen's shelter, WC1B 5DP (approximate location)





# A HISTORICAL PERSPECTIVE ON THE CAREERS GROUP

Although the University of London was established by Royal Charter in 1836, as a secular alternative to Oxford and Cambridge – the only two other English universities in existence at the time – it was not until 1909 that the University and its federal member colleges determined a need to “collect information as to vacancies from the professional and commercial world generally, and make this also known to the students”. Meeting this need was also defined as only being “welcome” to the federal members “if it confined itself to playing the part of a co-ordinating agency without in any way superseding the efforts of the Schools.” In other words, the role of what started out as the University Appointments Board was to enable and support the students of the federal member institutions into work, but without getting in the way of anything that the federal members were doing themselves.

In practice, as an advertisement in The Times newspaper of 1914 indicates, this meant sharing the “names and qualifications of men and women Graduates suitable for appointment [to employers], and invit[ing] notices of vacancies from employers.” While the Central Team of The Careers Group still gathers and shares almost 1500 vacancies every month with our Group Member Careers Services, we obviously no longer share the details of each of the almost 200,000 students supported by those Services! But this principle of enabling our Group Members to be successful while respecting their individual approaches remains core to our collaborative existence today.

The history of the Appointments Board is a social history too. In 1914 at the start of the First World War, the Board’s Annual Report notes that “[w]hile there is a likelihood of new openings occurring as a result of the new conditions, the War is bound to cast a depression over all forms of employment for some time to come.” In 1915, they had enabled 101 appointments to be made, 53 for men and 46 for women, “mainly of an educational nature, but including Business, Insurance, Government, Engineering and Railway”. But 90 graduates had enlisted and obtained military commissions were removed from the register of employable graduates, and by 1916 the Board was part of a national effort to support invalided and discharged officers to find work. By 1917, graduates who were actually on the military frontline were registering with the Board in the hope of returning home one day to a different kind of employment.

In 1924, the Board issued its first publication for students and graduates, outlining career opportunities across a range of sectors, from the Church and Armed Forces to Social and Welfare Work, Music and the Stage, and Architecture and Art Callings. There was also reference to global opportunities across the remnants of the British Empire, particularly in public service, and we would recognise some of the advice even now:

*Publishing is a relatively small profession, entrance into which is largely a matter of personal qualifications and private introduction.*

*There is no definite way to obtain an entry [to the film industry] beyond getting in touch, preferably through personal introduction.*

While other advice fortunately no longer applies:

*In the Stock Exchange, capital is nearly always required.*

Right through the Depression into the mid 1930s, roughly equal numbers of female and male graduates were supported into employment by the Board, despite the fact that the Civil Service banned the employment of married women. Women were becoming established in engineering and medicine, but not in finance beyond administrative roles. Women’s salaries had suffered first in the Depression, even though they continued to be employed at the same ratio from the University as male graduates.

In 1925, Miss E A Rand was appointed as a “competent woman graduate” to “deal with the problem of the women’s side, which in the University of London has always been peculiarly large and important”. The University had been the first globally to admit women to degree programmes, but it was evident to the Board that much more needed to be done to enable those women to transition successfully to sustainable, meaningful employment. Miss Rand is regarded as a pioneer because, in the 1930s, she began visiting the colleges, particularly those for women only, to give interviews and advice to the students. Miss Rand’s legacy lives on: at the start of the 22/23 academic year, every single member service of The Careers Group was led by a woman.





# HISTORY OF SENATE HOUSE

Construction on Senate House began in 1932 with the ceremonial foundation stone laid by King George V on 26 June 1933. It was designed by Charles Holden whose brief required Senate House to harmonise with the surrounding buildings, including the British Museum. When completed in 1937 it stood at 64 meters high, tall for the area, and was the epitome of 1930s modernity.

When World War II broke out, university students and staff were relocated, and Senate House was taken over by The Ministry of Information. The Ministry was responsible for subterfuge, censorship and propaganda during the war including campaigns such as "Keep Calm and Carry On".

The distinctive and dramatic design of Senate House has inspired fiction as well as being used as a location in film and television. The most famous depiction is probably *1984* where George Orwell, inspired by its wartime use as the Ministry of Information, used it as the basis for the Ministry of Truth. It has also been depicted as the Ministry of Fear in Graham Greene's novel of the same name.

On screen, Senate House has represented embassies, hotels, hospitals, government buildings and more. It has featured in a range of films from *The Dark Knight Rises* to *Black Mirror* to *Muppets Most Wanted*. The university has compiled a comprehensive list of media that features the building in [Senate House on Screen](#).





# WOMEN AT THE UNIVERSITY OF LONDON

The University of London was the first institution to provide university education to women in the UK when in 1868 it offered nine women a 'special examination'. This was specified as being of a similar difficulty to the existing Matriculation Examination however the women who were successful in passing it received a 'Certificate of Proficiency' rather than a degree. It was a significant beginning though and a decade later women were admitted on to the University's degree programme, making the University of London the first British institution to make this offer to female students.

In 2018 the University marked the 150-year anniversary of the 'London Nine' with a year of lectures, festivals, workshops, and other events in their [Leading Women](#) celebrations. You can read more about this project in the [Leading Women magazine](#).

The University continues to support women's development and was awarded the [Athena Swan](#) Bronze award in 2022 in recognition of its ongoing efforts to improve gender representation, career progression, and the working environment for all staff, and for identifying and addressing related challenges. Athena Swan is a framework which is used to support and improve gender equity within higher education and research around the world.

The University of London has been supporting the [Aurora programme](#) for ten years, which is a national leadership development initiative for women working in higher education. It is run as a unique partnership bringing together leadership experts, higher education providers and research institutes to take positive action to address the under-representation of women in leadership positions in the sector. Fiona Cobb, Research Coordinator with The Careers Group participated in the Aurora programme as a University of London candidate for the 2021/22 cohort. The programme has enabled her to better understand and navigate key challenges facing current and future women leaders in higher education, not least the persisting authority gap (if you have-not read it yet, she recommends 'The Authority Gap' written by Mary Ann Sieghart (Penguin Publishers, 2022). The programme supports delegates to reflect upon their own leadership styles and challenges, whilst action learning sets support delegates to work through real world issues and create solutions to support their development as future leaders within higher education.

# LET'S KEEP THE CONVERSATION GOING

If you haven't already, please do join our [GCS Summit LinkedIn group](#). Not only will you get updates on future events, you can connect with fellow colleagues and continue the conversations.

There will be a professional photographer at the Summit on Wednesday, March 15 to capture images throughout the day as well as a group photo of all delegates. We also encourage you to take photos throughout the Summit and tag them on online platforms with [#GcsSummit](#).

Useful links:

[Griffin, M., Chapman, M., Hosszu, K., Orchard, M., Parker, S., Jorritsma, K., Gagne, M., Dunlop, P. \(2019\). MAPNet: Rethinking Work Skills for the Future. White Paper for the Future of Work Institute, Curtin University, Perth.](#)

["The mysterious workings of the adolescent brain", TED Talk. Sarah-Jayne Blakemore, Professor of Psychology, University of Cambridge and leader of the Developmental Cognitive Neuroscience Group.](#)

For more information about the GCS Summit please take a look at our website: [gcsummit.org](#)

WiFi: [UoL Conferences](#)

**No password required.** Please be aware that this means it is not secure for confidential information.

