

# Jobseeker Preferences Report - Global 2022

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## Executive summary

jobs.ac.uk attracts a diverse, experienced and well-educated audience across all disciplines. 95% of 8,512 survey respondents have a Degree, Masters or Doctorate and half have more than 10 years' experience.

63% of our academic jobseekers are currently working in a senior role, while 37% are working in a more junior position. In addition to this, 31% of all respondents working in Higher Education (HE) are based in professional services. We attract candidates at every level, across the full-range of university departments and job types.

Our audience is highly mobile, 83% would consider a job or study opportunity outside of their home country in the future. Aside from the UK, our jobseekers are most likely to consider roles in the United States, Germany, Australia, and the Netherlands.

56% of respondents are actively searching and applying for job opportunities. A further 40% are browsing but would apply for the right role.

68% of respondents use our jobs by email service, showing that this is the perfect way to reach your target audience.

**96%** of respondents would recommend jobs.ac.uk to a colleague.

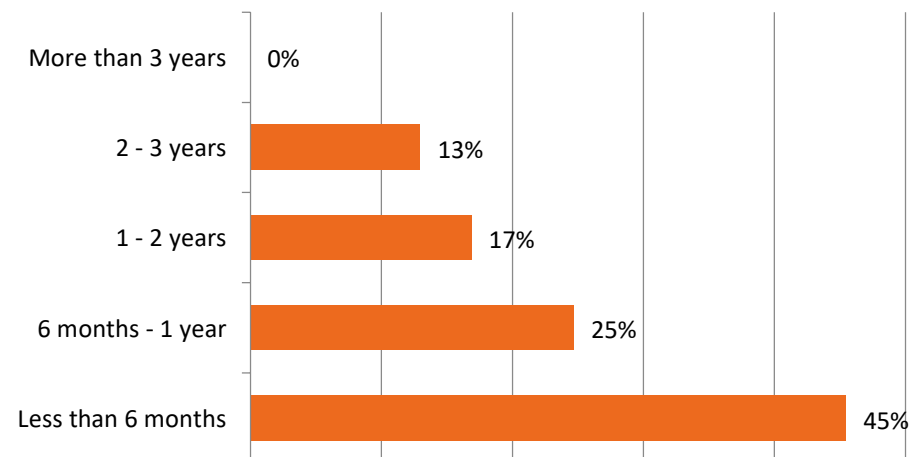
### See how we can help?

More than 85% of candidates indicate that a clear job description is the most important part of an advert.

**For support and guidance on getting the most out of your job advert, please get in touch on enquiries@jobs.ac.uk**

### 45% of respondents who are currently studying for a PhD have less than 6 months until their PhD is complete

#### How long do you have until you complete your PhD?



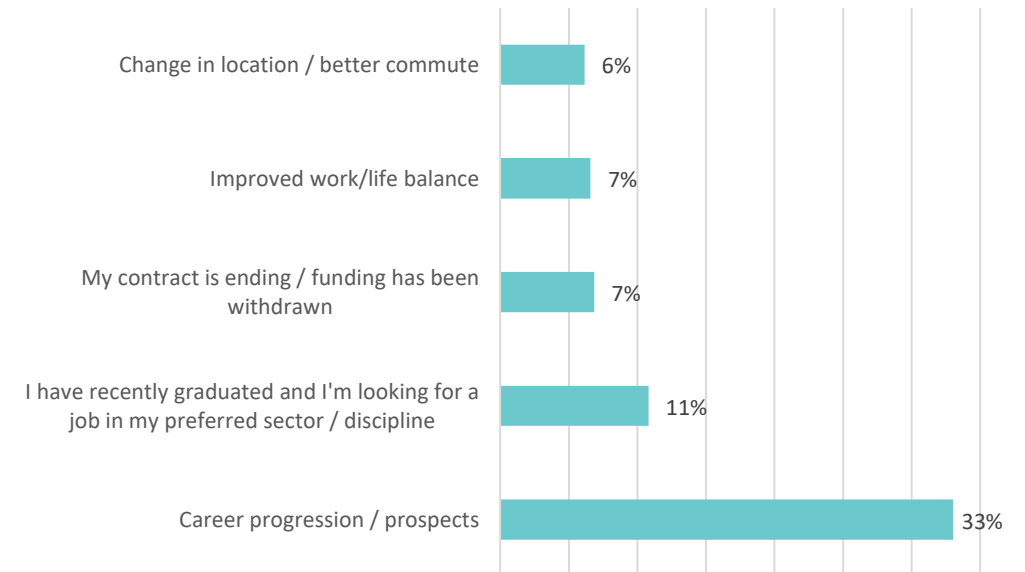
# Jobseeker Insights

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## General insights

- 4 in 5 respondents are currently employed or still studying
- 95% are educated to a minimum of degree level, with 76% holding an advanced degree
- The main reason they are looking at changing jobs is for career progression
- 9 out of 10 respondents are looking for full time work, while 3 in 10 are either actively searching for or willing to consider part time roles
- 10% of respondents are looking for paid research opportunities

### Top 5 reasons why respondents are seeking a new job



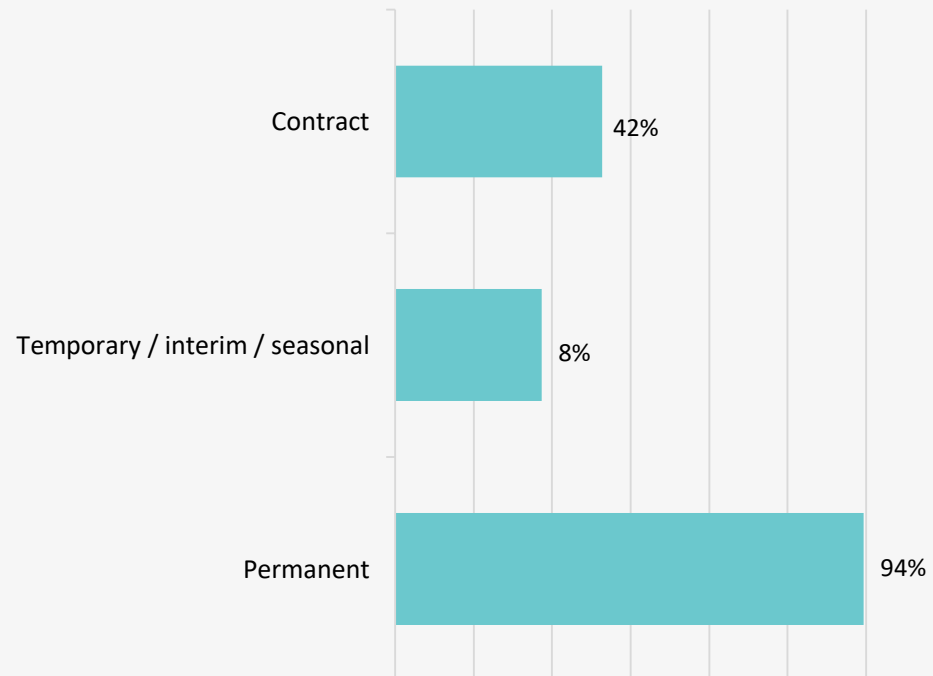
[Full report here](#)



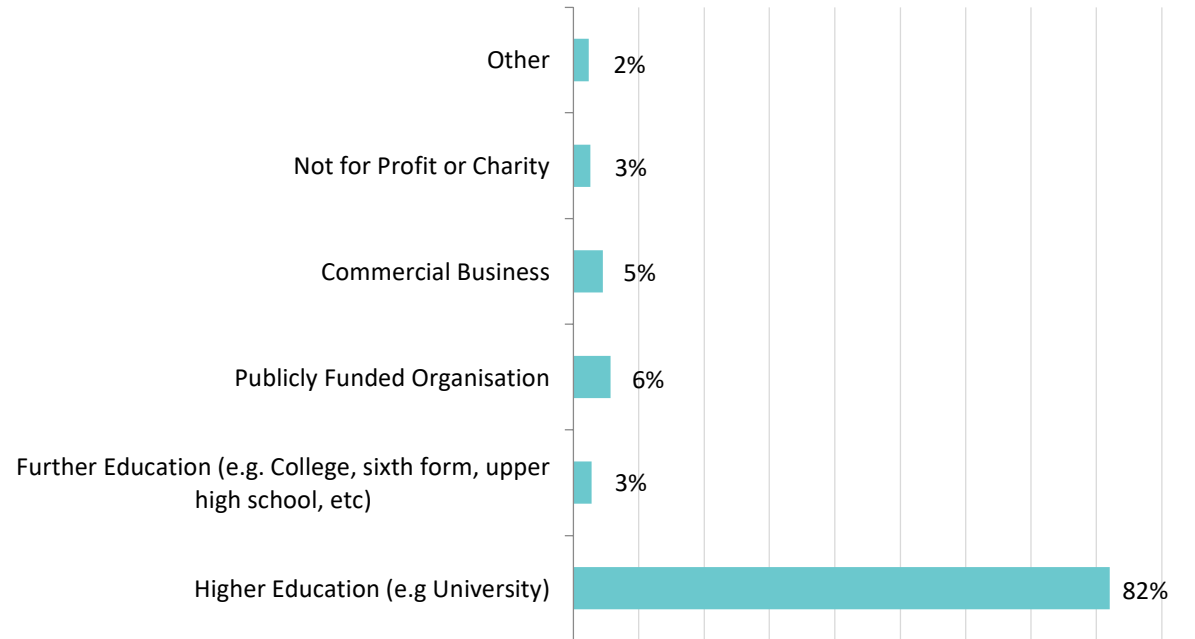
## Employment insights

- Over 82% of respondents are searching for a job in higher education
- 9 out of 10 are seeking permanent employment, while 2 in 5 will consider contract work

### Type of employment sought



### Type of employer sought

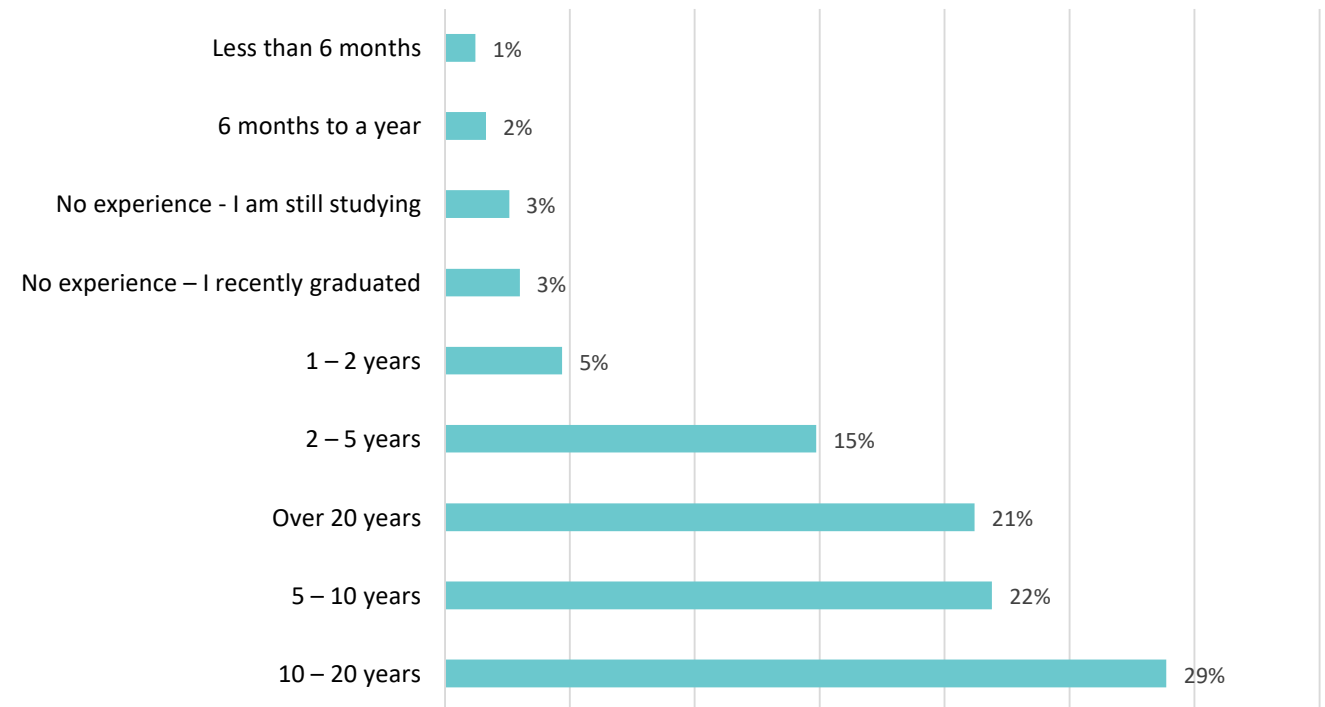


## Level of experience

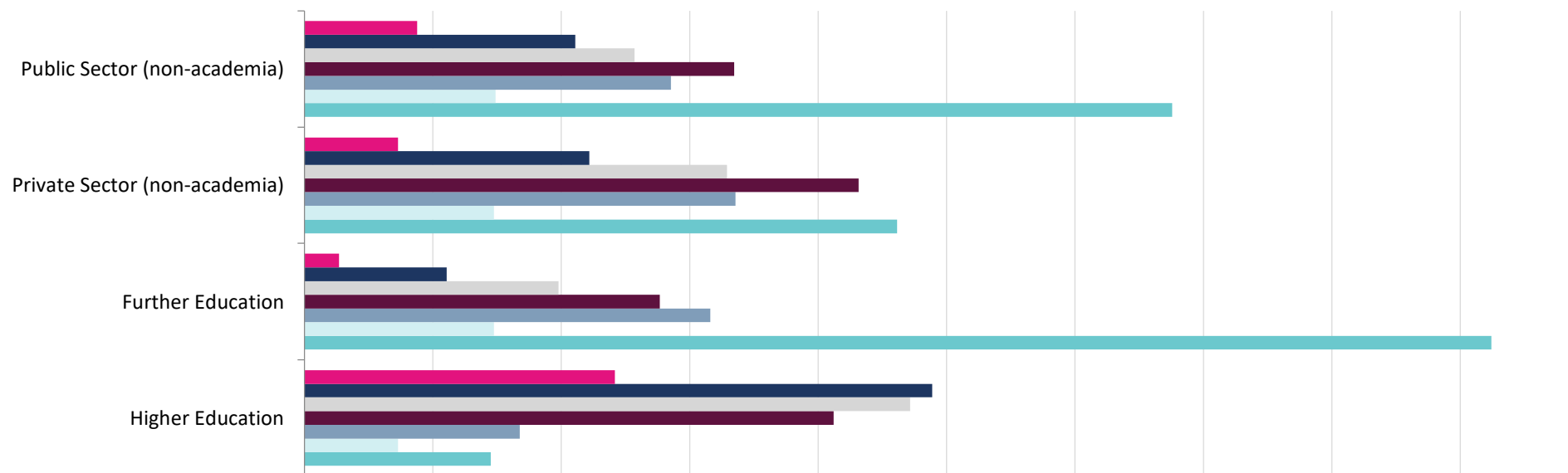
- There is a range of different work experience levels among those visiting jobs.ac.uk
- Almost a third of candidates have more than 10 years' work experience and 1 in 5 have more than 20 years' experience
- At the other end of the spectrum, 1 in 8 are still studying or have less than two years' work experience
- Our candidates come from a variety of backgrounds, with many having experience within multiple sectors

**jobs.ac.uk reaches a diverse audience in terms of work experience and career level, meaning we can help you to target candidates for a range of different roles and levels across your institute.**

### Total years of work experience



## Years of work experience in...

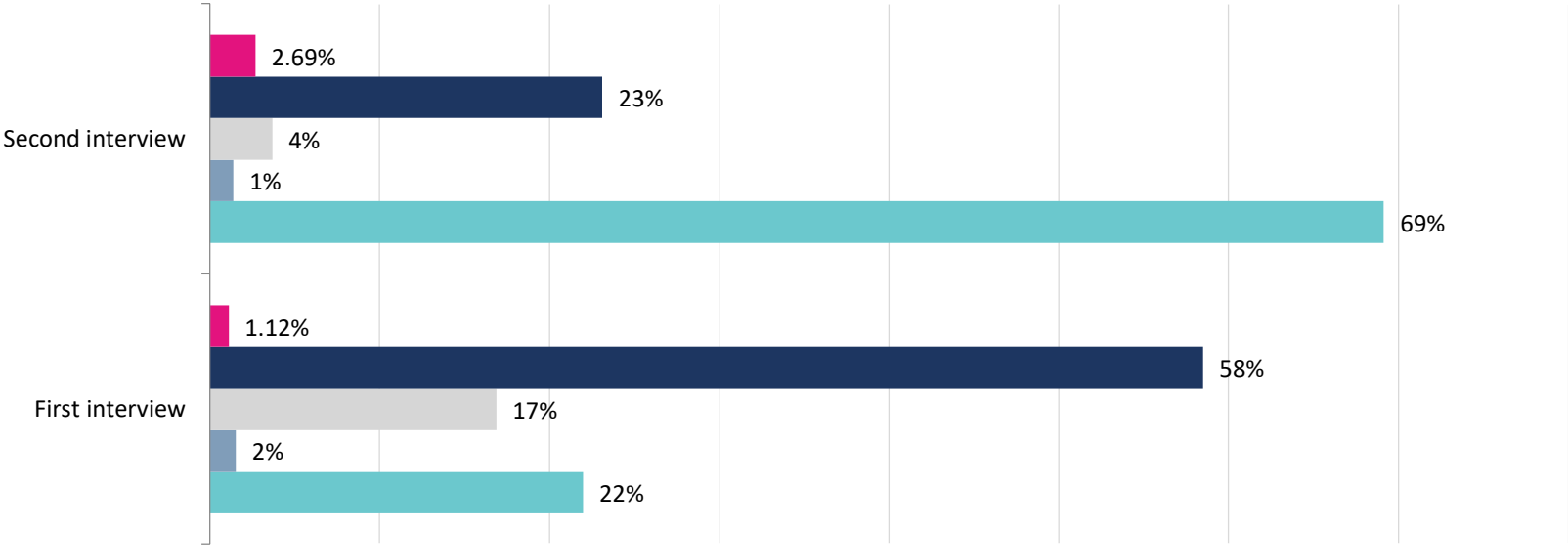


|                  | Higher Education | Further Education | Private Sector (non-academia) | Public Sector (non-academia) |
|------------------|------------------|-------------------|-------------------------------|------------------------------|
| 20+ years        | 12%              | 1%                | 4%                            | 4%                           |
| 10 - 20 years    | 24%              | 6%                | 11%                           | 11%                          |
| 5 - 10 years     | 24%              | 10%               | 16%                           | 13%                          |
| 2 - 5 years      | 21%              | 14%               | 22%                           | 17%                          |
| 1 - 2 years      | 8%               | 16%               | 17%                           | 14%                          |
| Less than a year | 4%               | 7%                | 7%                            | 7%                           |
| No experience    | 7%               | 46%               | 23%                           | 34%                          |

# Job interview preferences

The majority of respondents would prefer in-person interviews for local jobs.

## Preferred interview method for local jobs



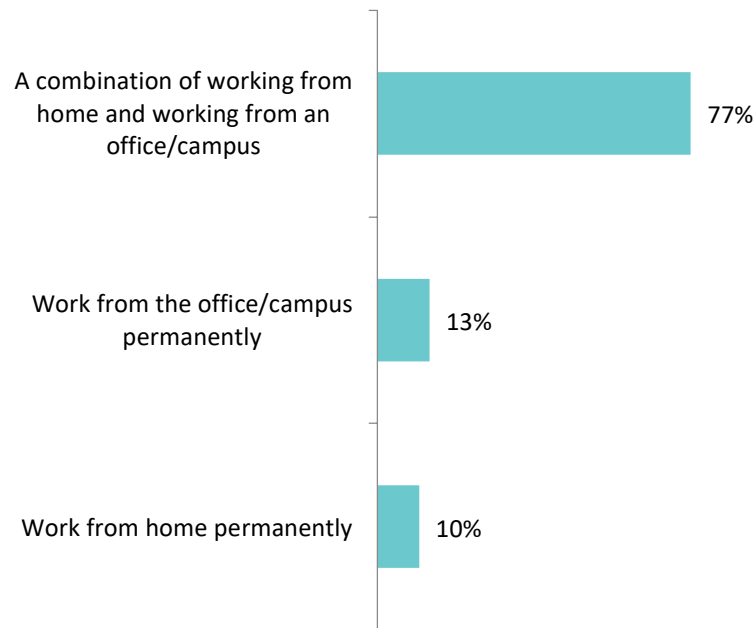
|  | First interview | Second interview |
|--|-----------------|------------------|
| ■ None of the above  | 1.12%           | 2.69%            |
| ■ A video interview  | 58%             | 23%              |
| ■ A telephone interview  | 17%             | 4%               |
| ■ A job fair at the recruiting organisation                              | 2%              | 1%               |
| ■ An in-person interview in the town or city where the position is based | 22%             | 69%              |



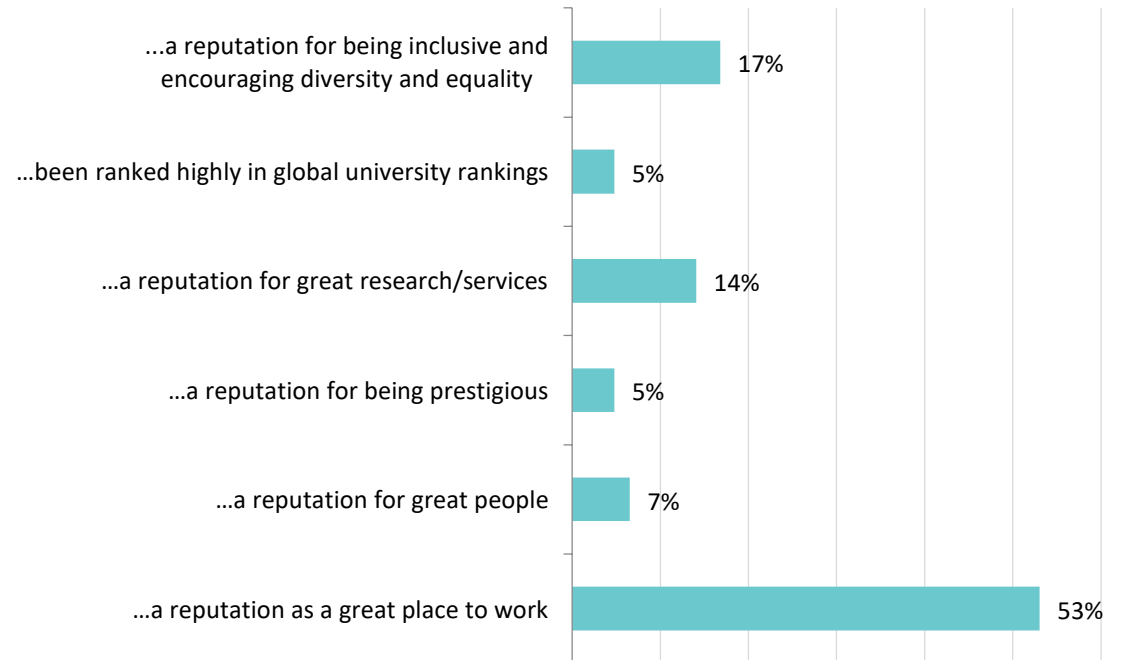
## In the workplace

More than 3 in 4 jobseekers would prefer a combination of working from home and campus/the office in the future, with almost half looking for an organisation that has a reputation as a great place to work.

### How jobseekers would prefer to work in the future



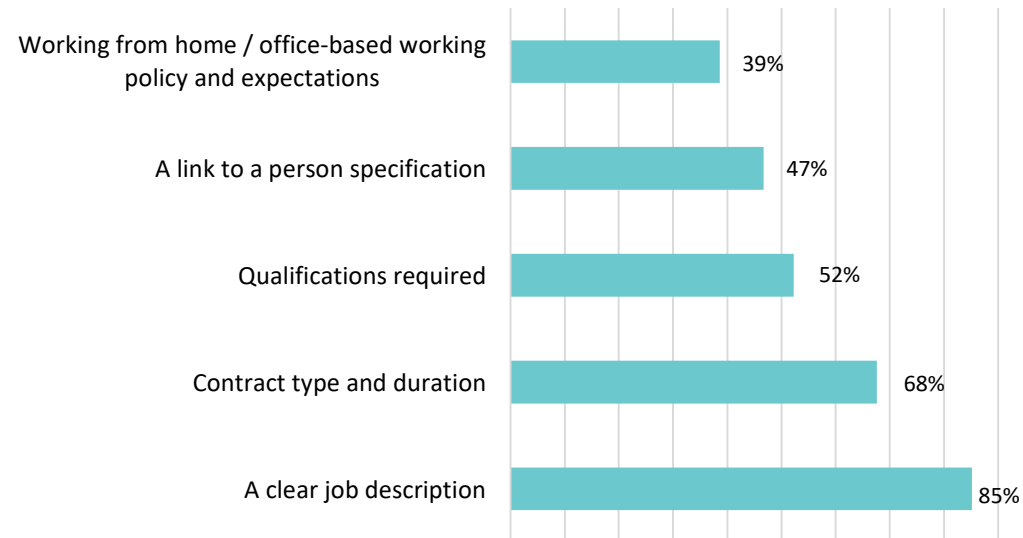
### Which of the following is the MOST important if you were to consider a new job? The employer has....



## Job adverts and the recruitment process

- 63% prefer a job advert that contains all the job details, including job description and person specification
- Over a third of respondents would like to see information about the employer as well as the role

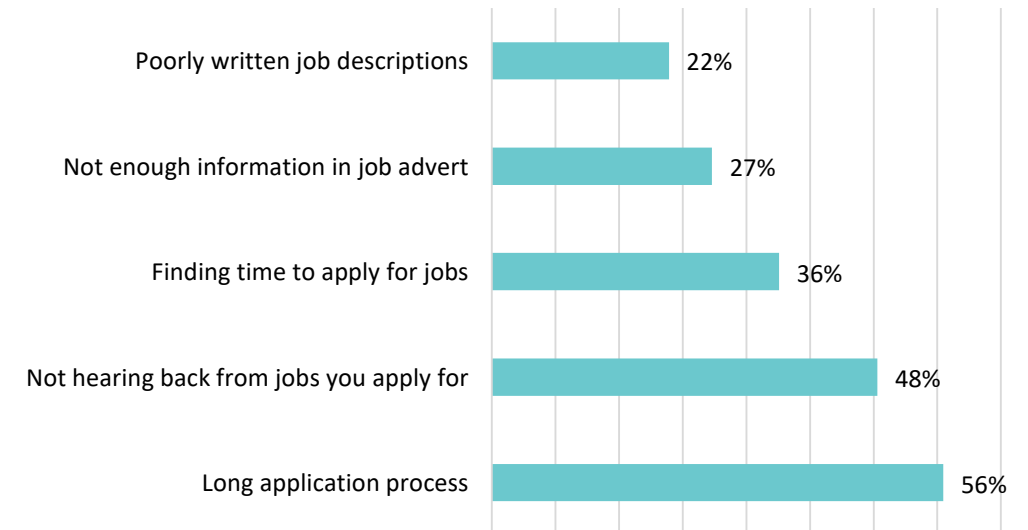
### Apart from the title, salary and location, what are the five most important things in a job advert?



[Full report here](#)



### The top 5 most frustrating parts of the job seeking process are...

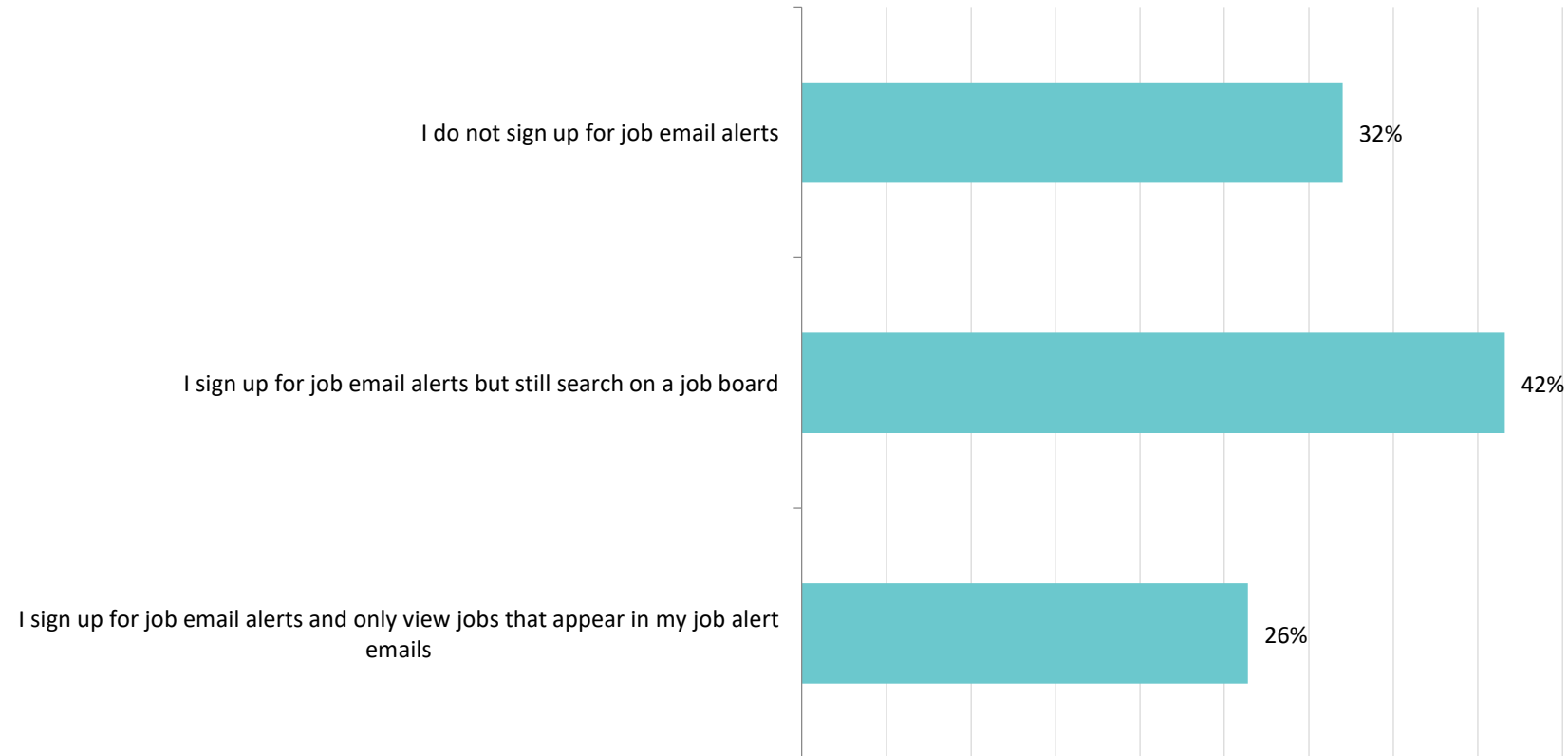


[Full report here](#)



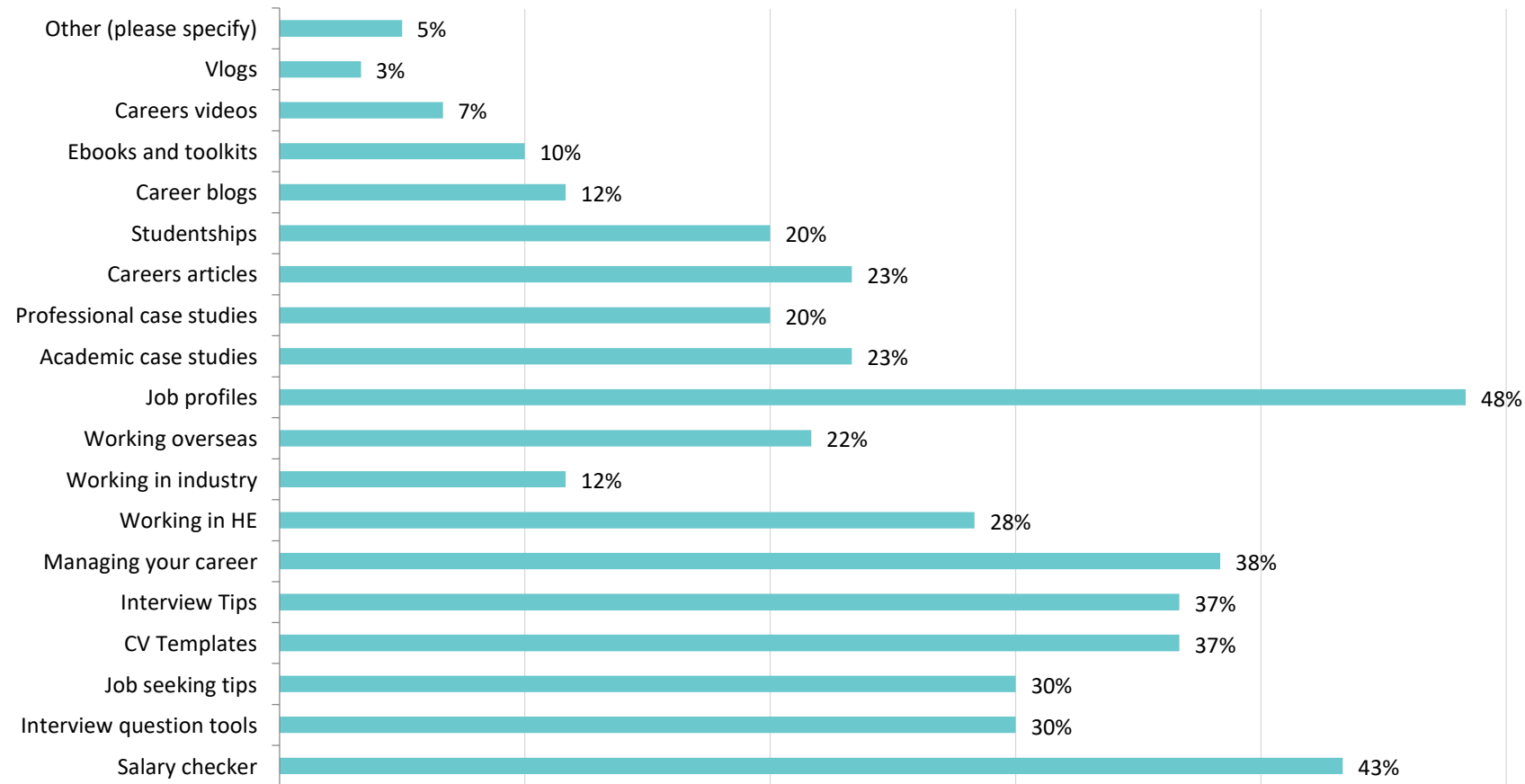
# Jobseeker insights – jobs by email service

Do you use job email alerts when searching online for a job?



# Jobseeker insights – Career advice content

If you are looking for career advice, what type of content would you like to see?



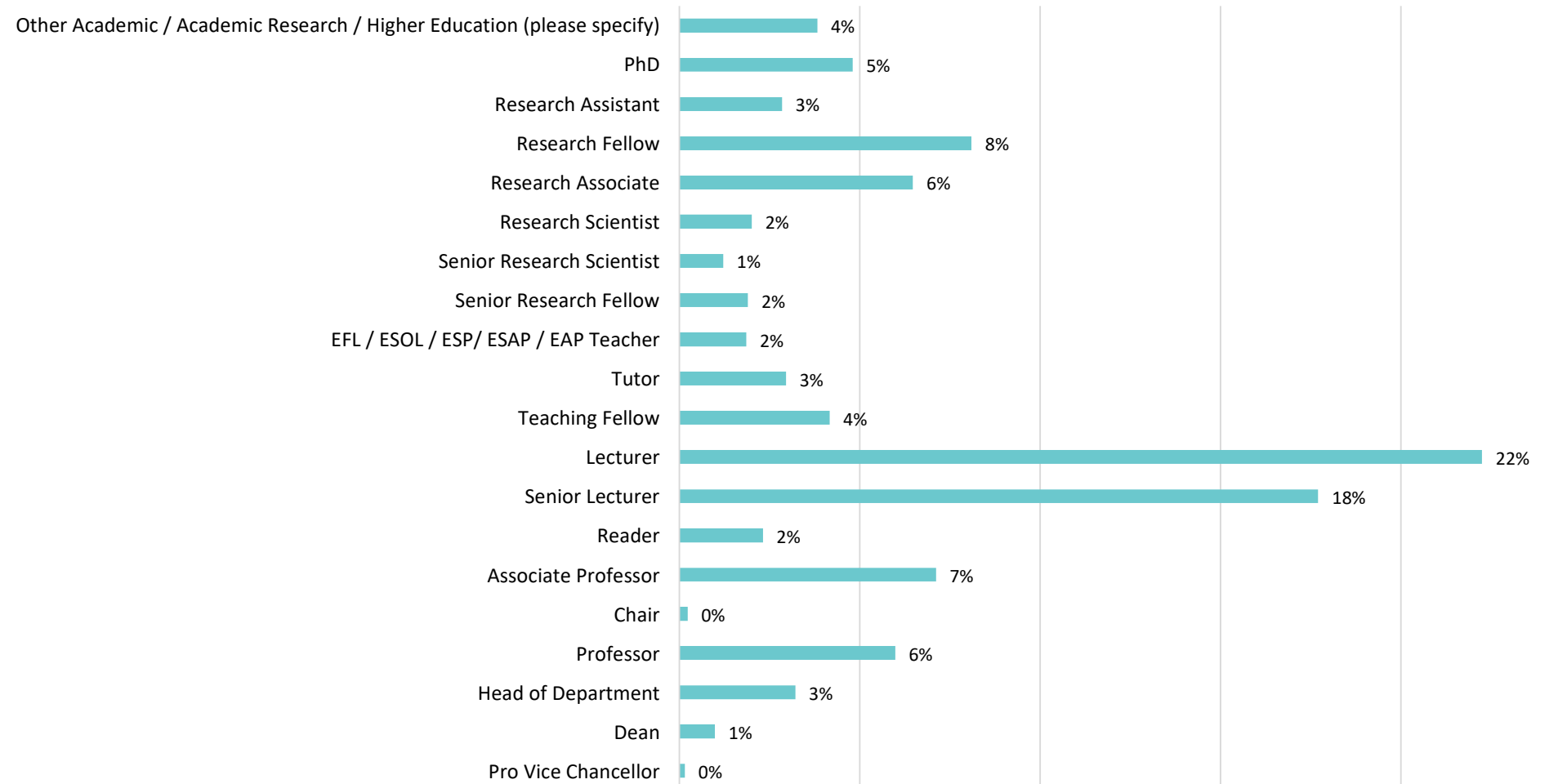
# Jobseeker Insights

Academic

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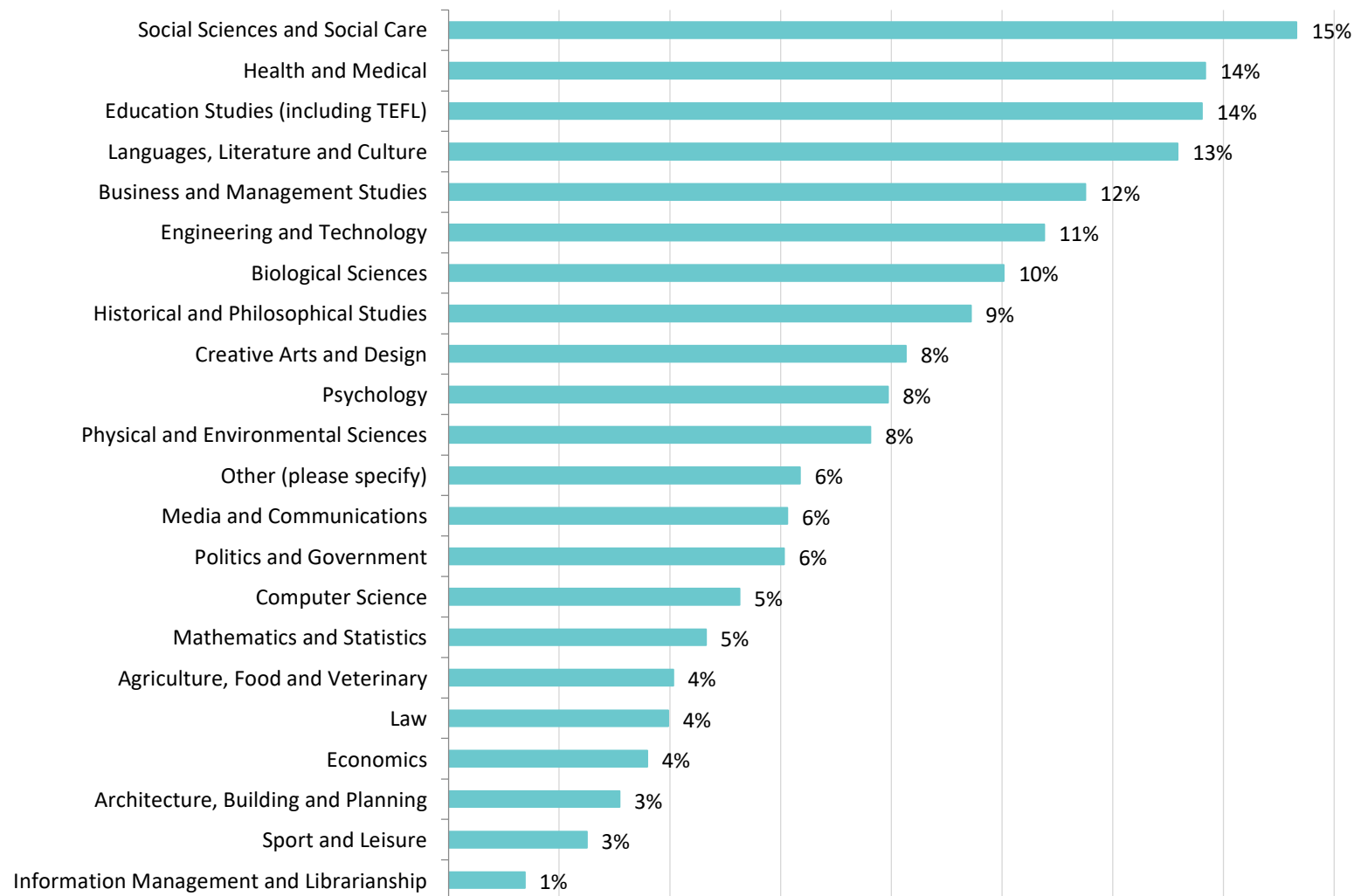
# Jobseeker insights – Academic Level

Among the academic jobseekers over 55% are Lecturers or more senior.



# Jobseeker insights – Academic Discipline

We asked which of the following disciplines are you looking for jobs in?

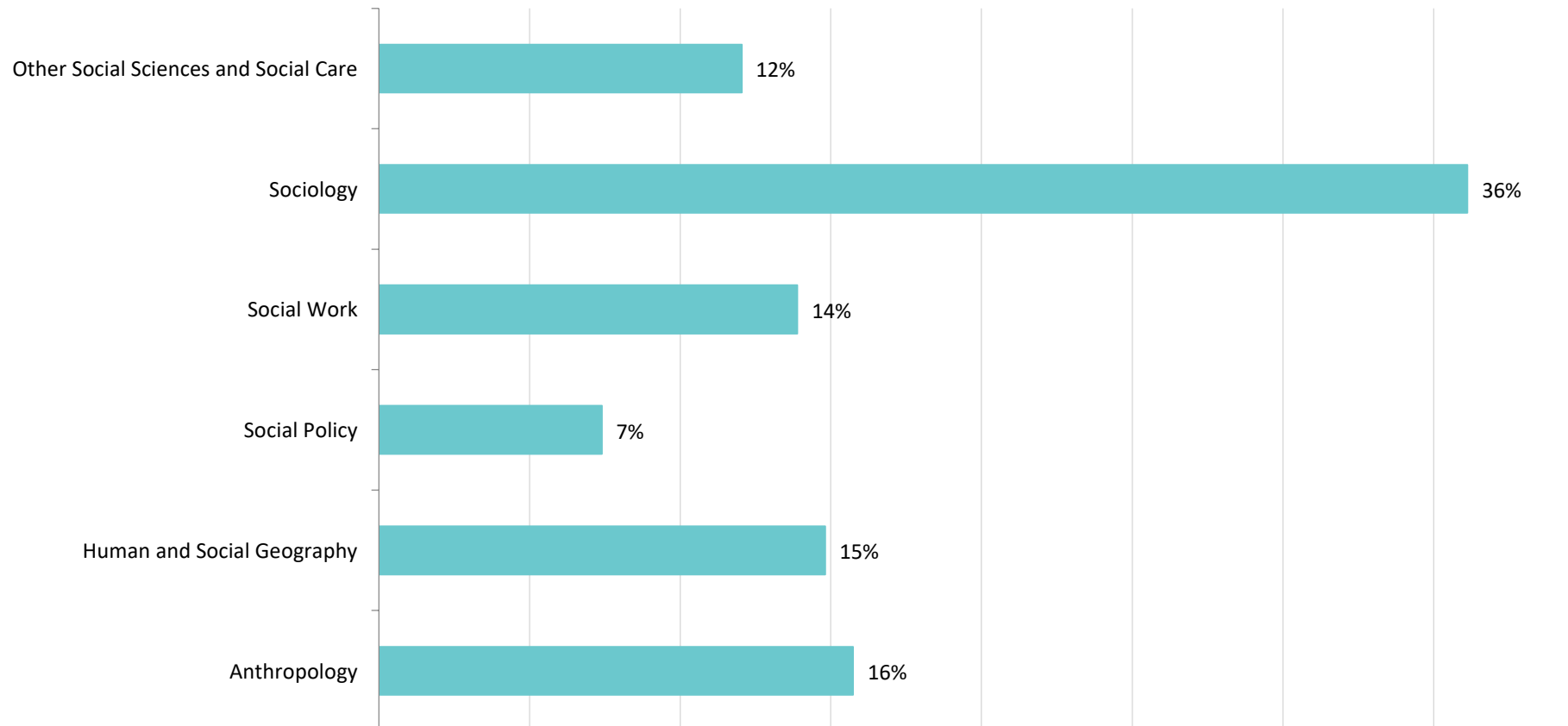


# Jobseeker insights

## Top 10 Academic Disciplines with subcategories

### 1. Social Sciences and Social care

You said that you are seeking an academic position in Social Sciences and Social Care. Which of the following fields best describes the area in which you are looking for jobs? Please select one



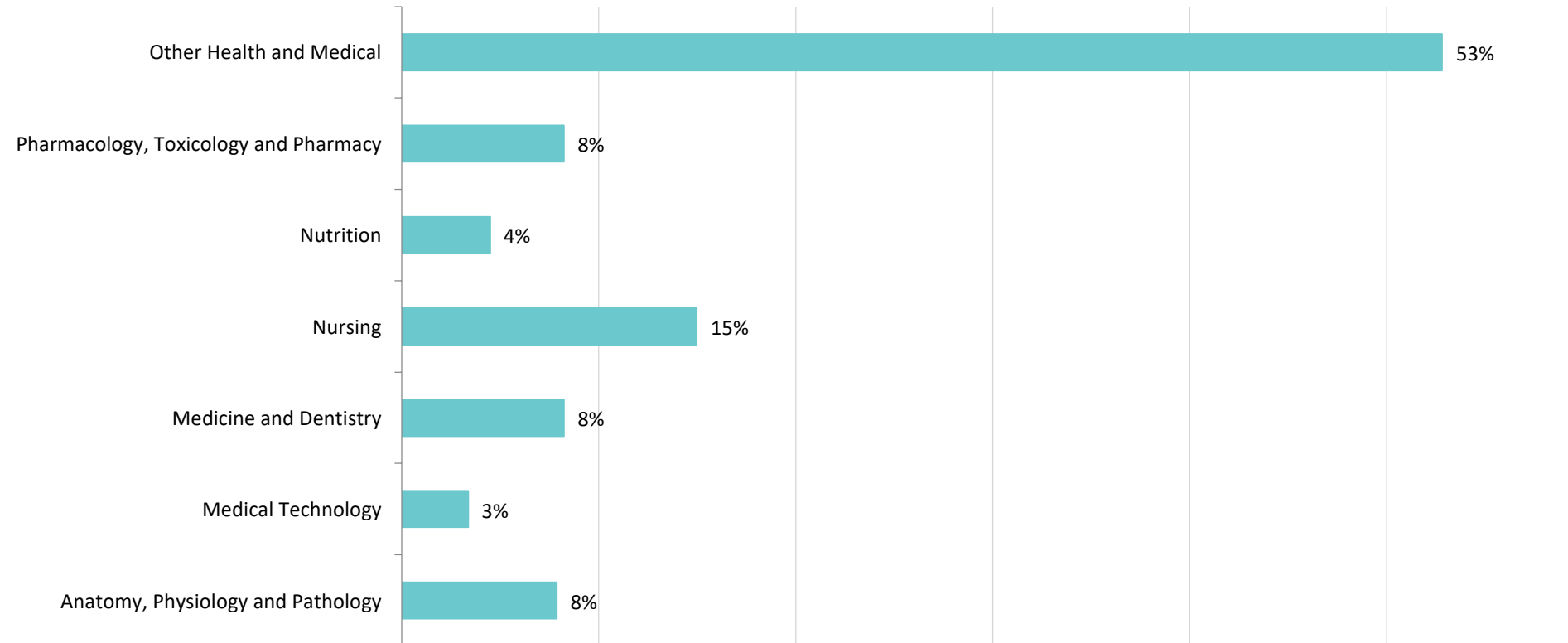


# Jobseeker insights

## Top 10 Academic Disciplines

### 2. Health and Medical

You said that you are seeking an academic position in Health and Medical. Which of the following fields best describes the area in which you are looking for jobs? Please select one



# Jobseeker insights

## Top 10 Academic Disciplines

### 3. Education Studies (including TEFL)

You said that you are seeking an academic position in Education Studies (including TEFL). Which of the following fields best describes the area in which you are looking for jobs? Please select one

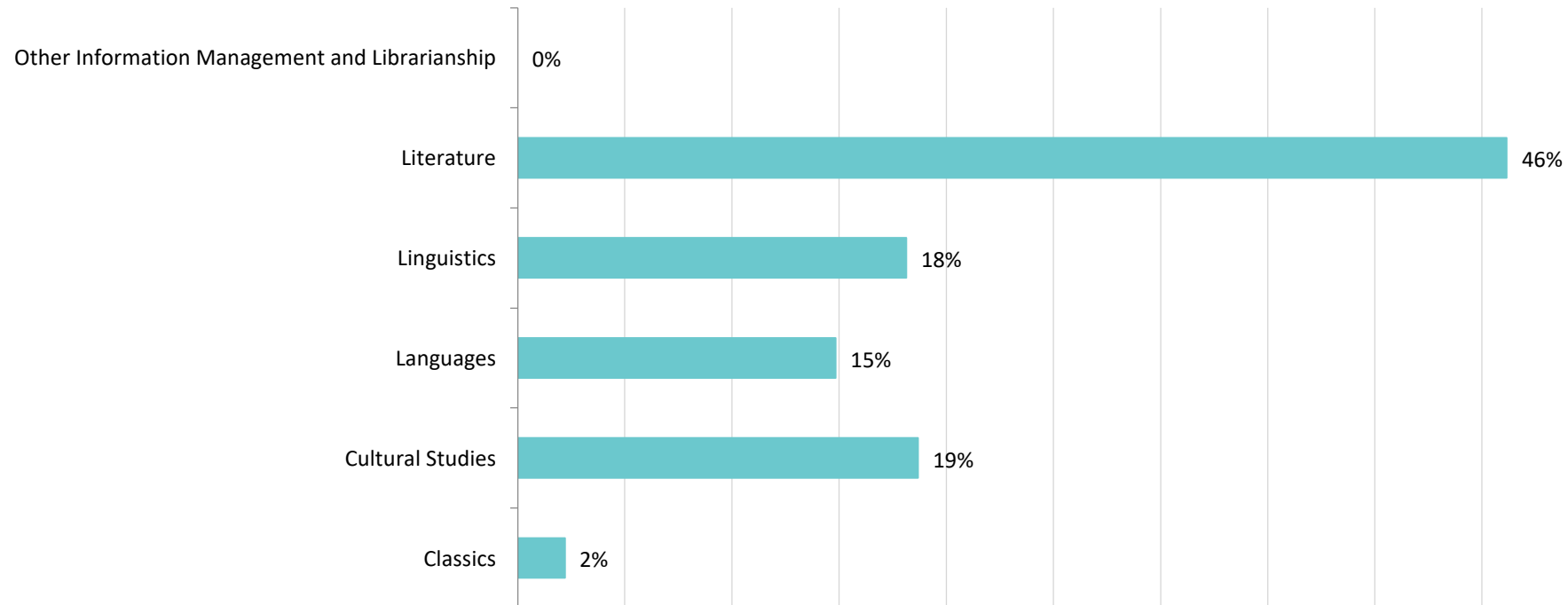


# Jobseeker insights

## Top 10 Academic Disciplines

### 4. Languages, Literature and Culture

You said that you are seeking an academic position in Languages, Literature and Culture. Which of the following fields best describes the area in which you are looking for jobs? Please select one

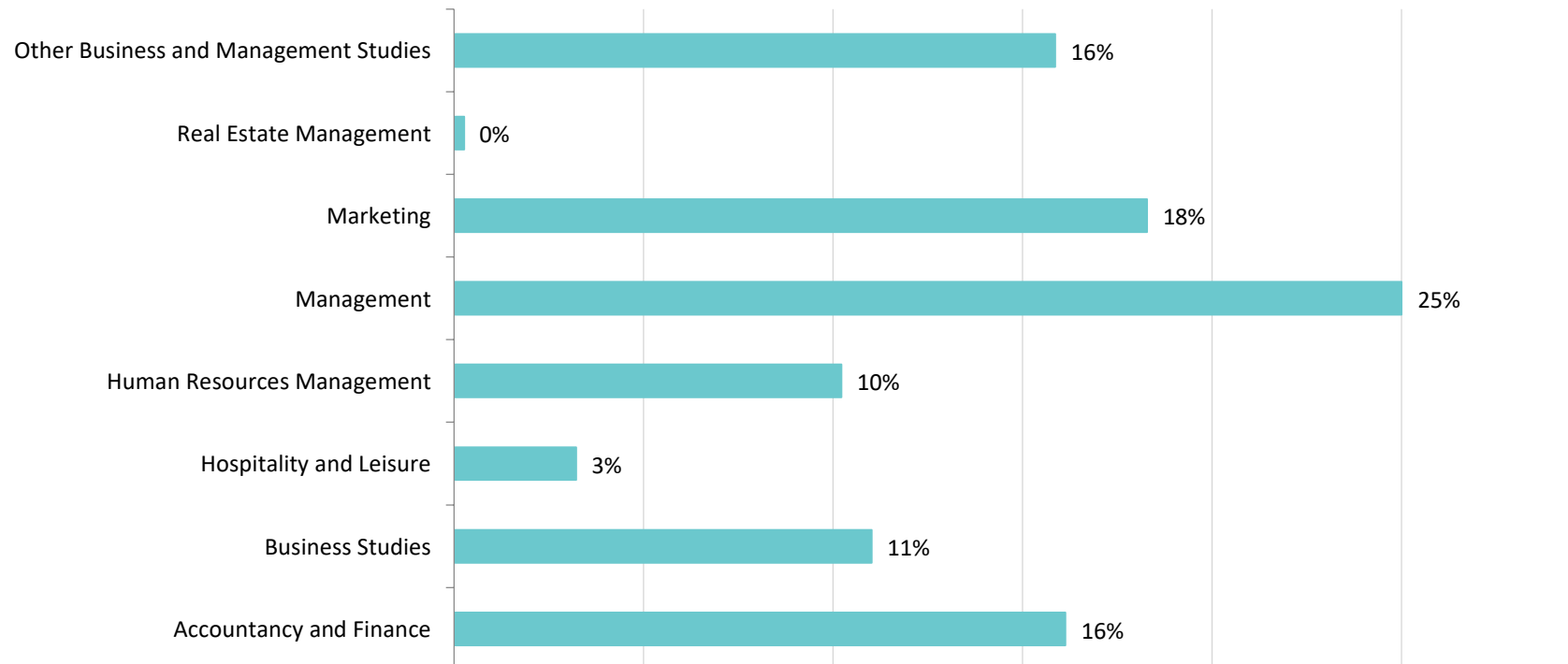


# Jobseeker insights

## Top 10 Academic Disciplines

### 5. Business and Management Studies

You said that you are seeking an academic position in Business and Management Studies. Which of the following fields best describes the area in which you are looking for jobs? Please select one

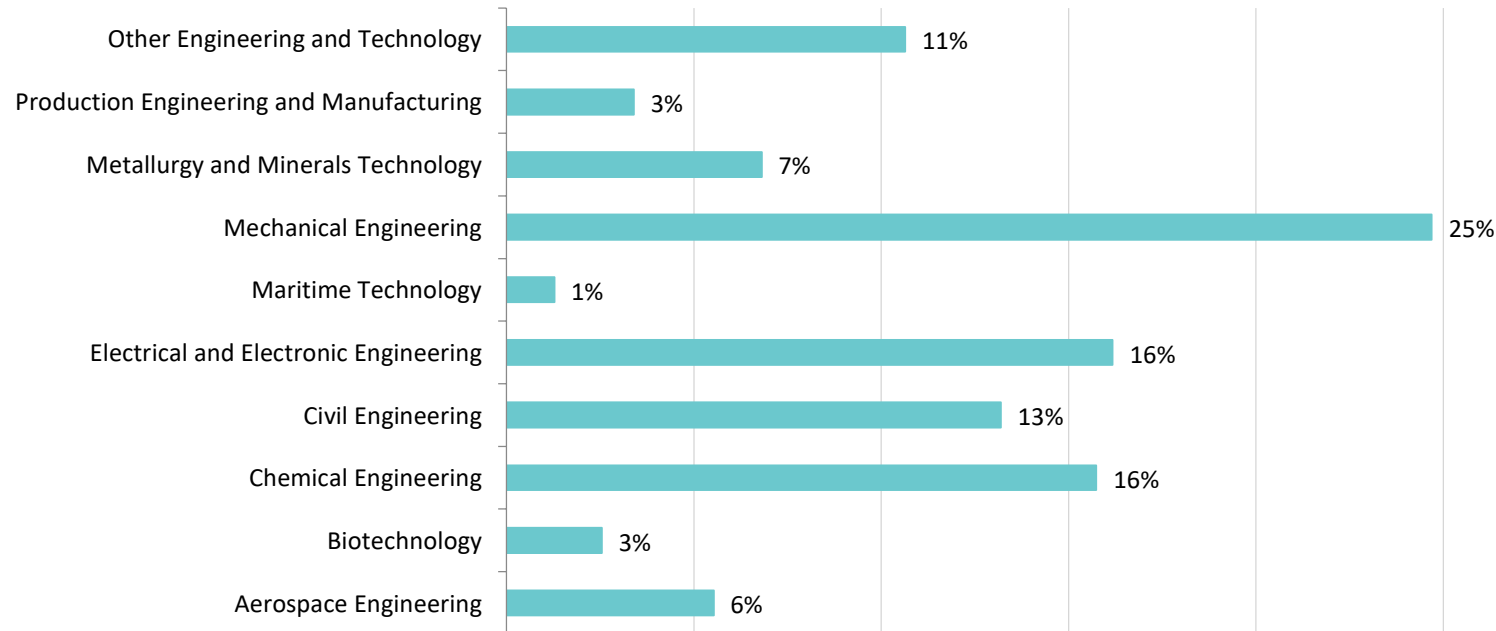


# Jobseeker insights

## Top 10 Academic Disciplines

### 6. Engineering and Technology

You said that you are seeking an academic position in Engineering and Technology. Which of the following fields best describes the area in which you are looking for jobs? Please select one

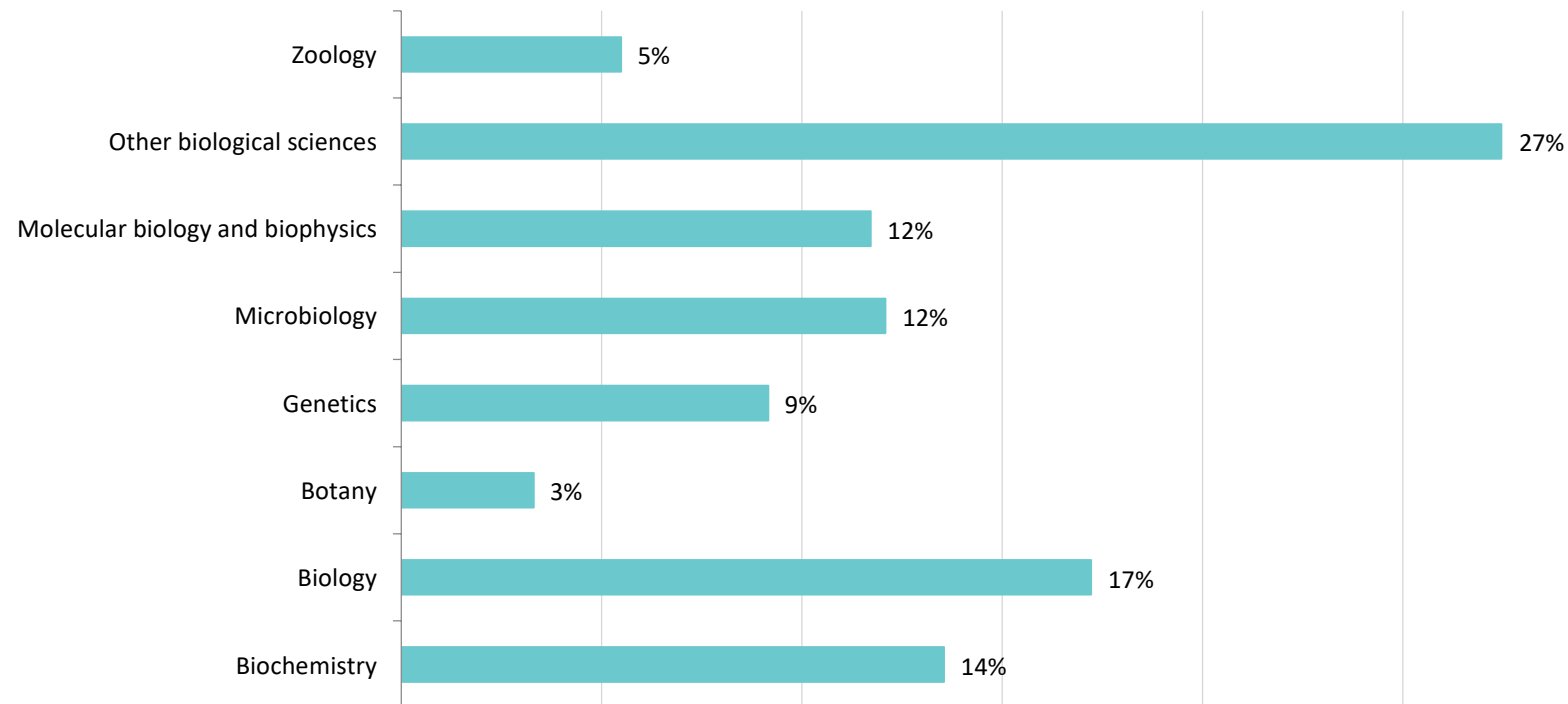


# Jobseeker insights

## Top 10 Academic Disciplines

### 7. Biological Sciences

You said that you are seeking an academic position in Biological Sciences. Which of the following fields best describes the area in which you are looking for jobs? Please select one

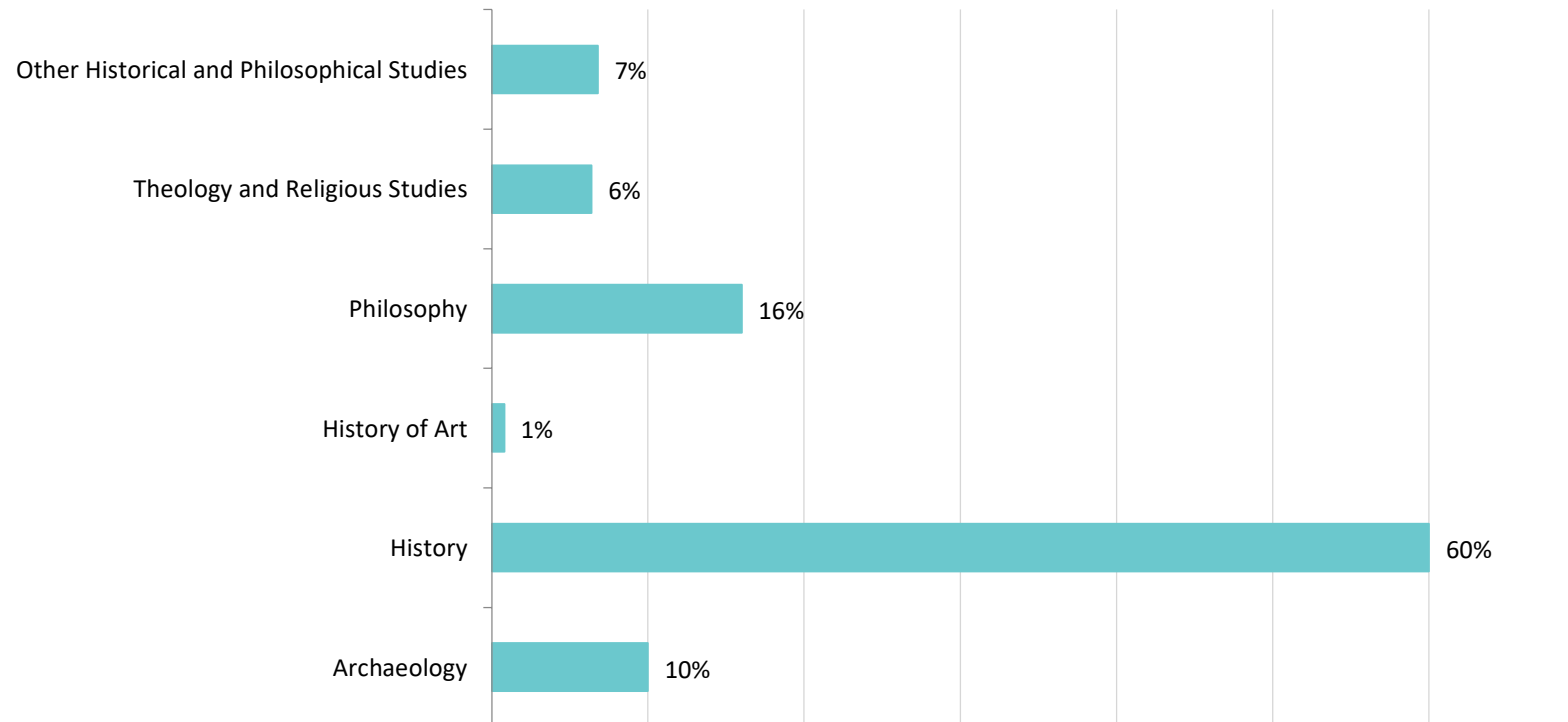


# Jobseeker insights

## Top 10 Academic Disciplines

### 8. Historical and Philosophical Studies

You said that you are seeking an academic position in Historical and Philosophical Studies. Which of the following fields best describes the area in which you are looking for jobs? Please select one

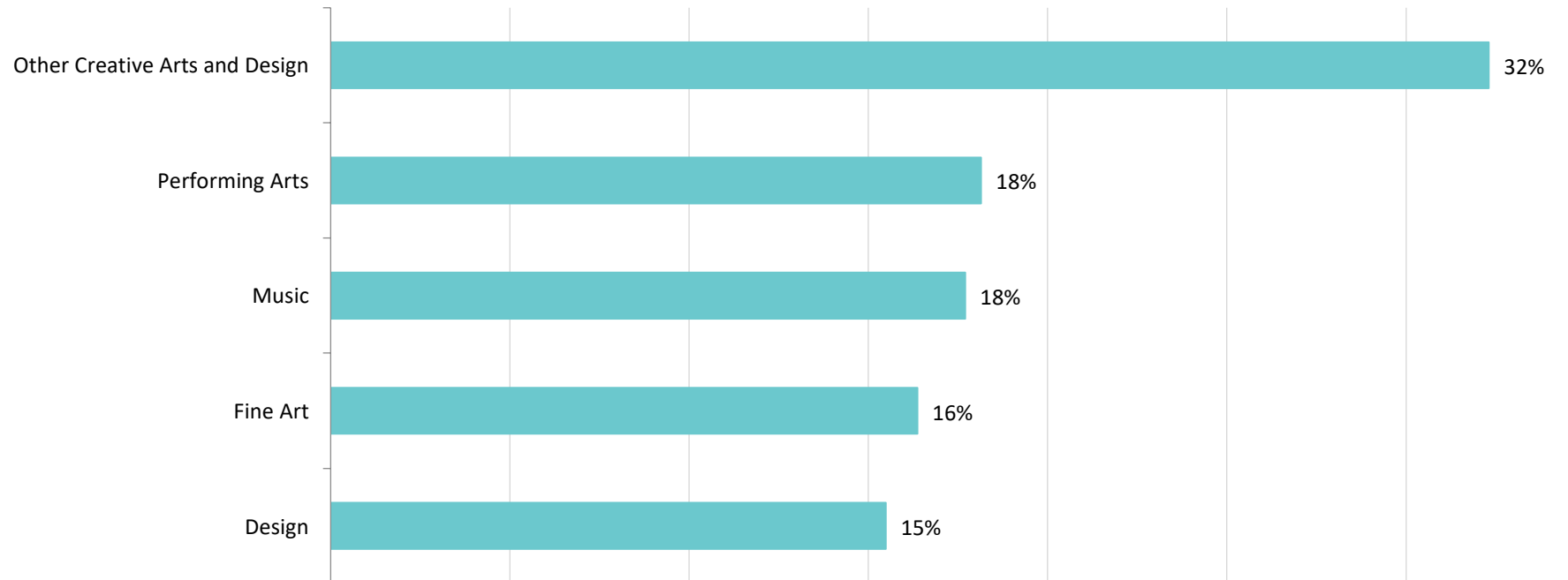


# Jobseeker insights

## Top 10 Academic Disciplines

### 9. Creative Arts and Design

You said that you are seeking an academic position in Creative Arts and Design.  
Which of the following fields best describes the area in which you are looking for jobs? Please select one



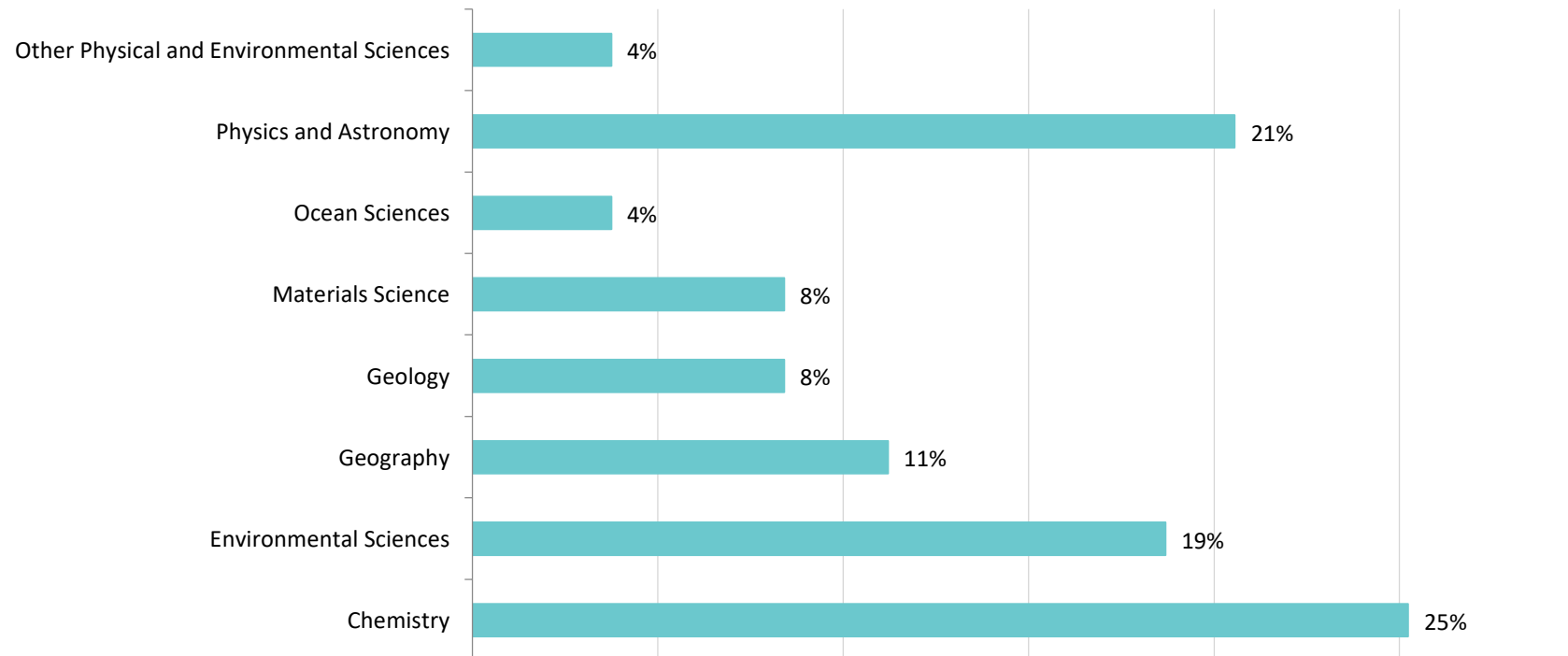


# Jobseeker insights

## Top 10 Academic Disciplines

### 10. Physical and Environmental Sciences

You said that you are seeking an academic position in Physical and Environmental Sciences. Which of the following fields best describes the area in which you are looking for jobs? Please select one



For remaining discipline breakdowns [click here.](#)

# Jobseeker Insights

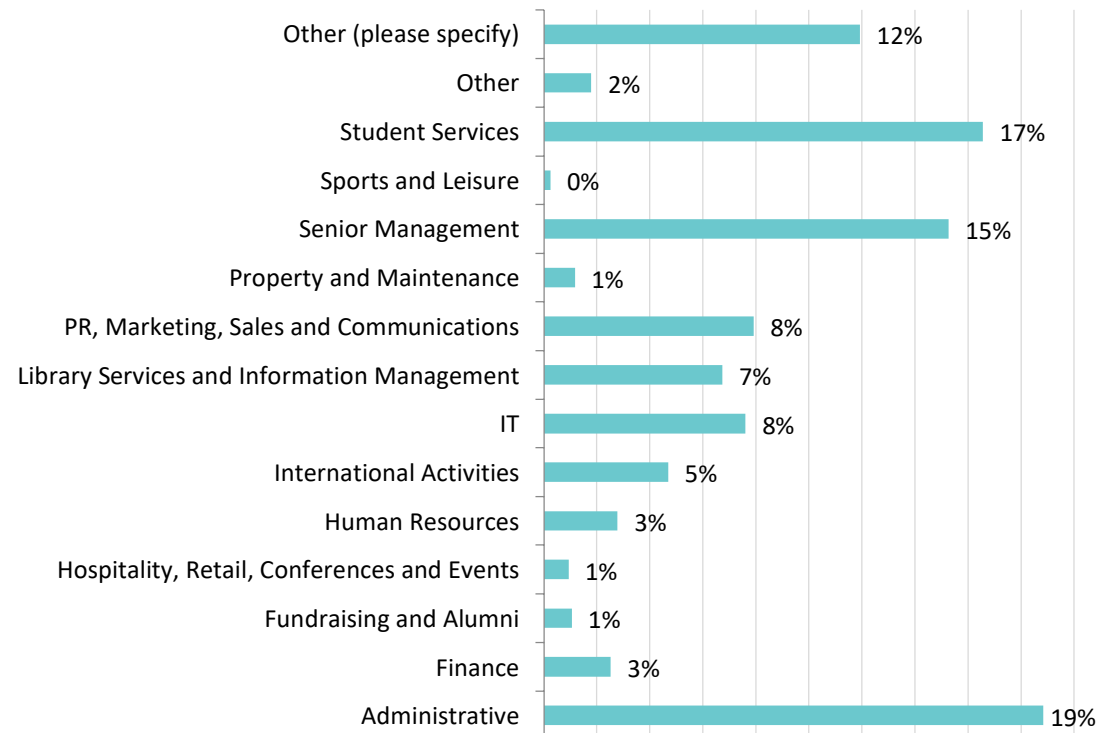
Professional and Support Services

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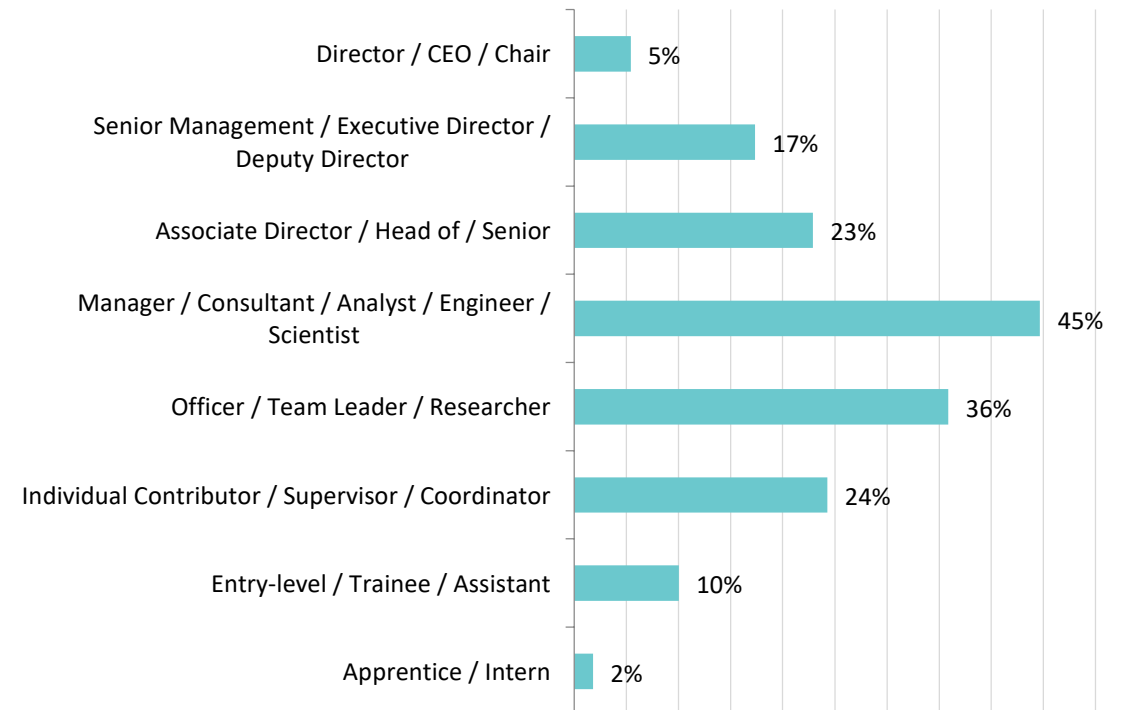
# Jobseeker insights – Professional Services

Those working in Professional Services are interested in roles at a range of different levels

Which of these best describes the role you are looking for in Professional Services area?



Which of the following best describes the level of role that you are looking for in Professional Services or Skilled Trades?

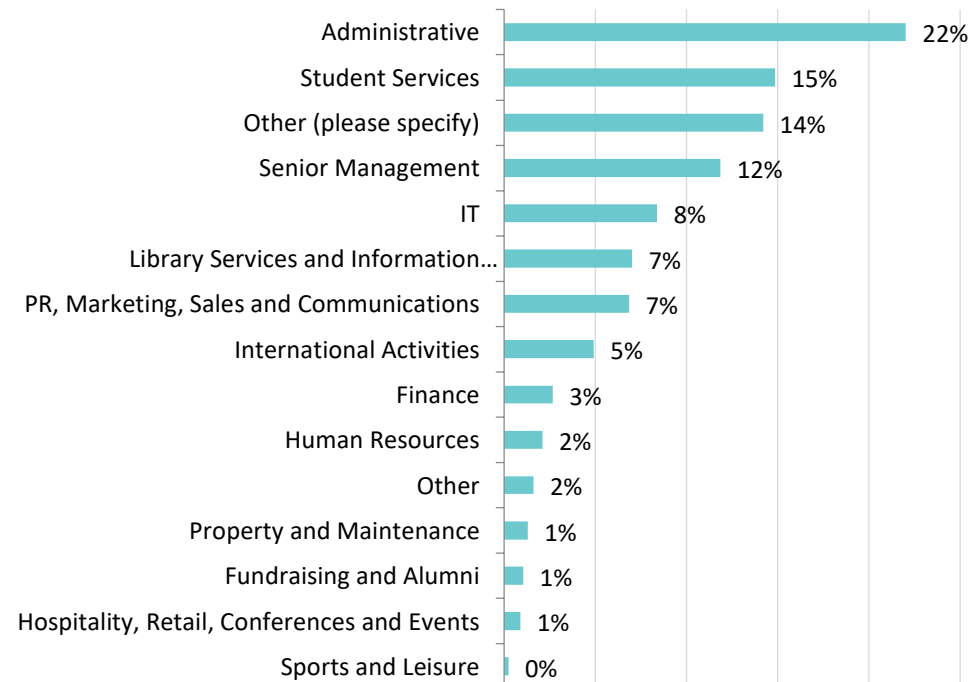


# Jobseeker insights – Professional Services

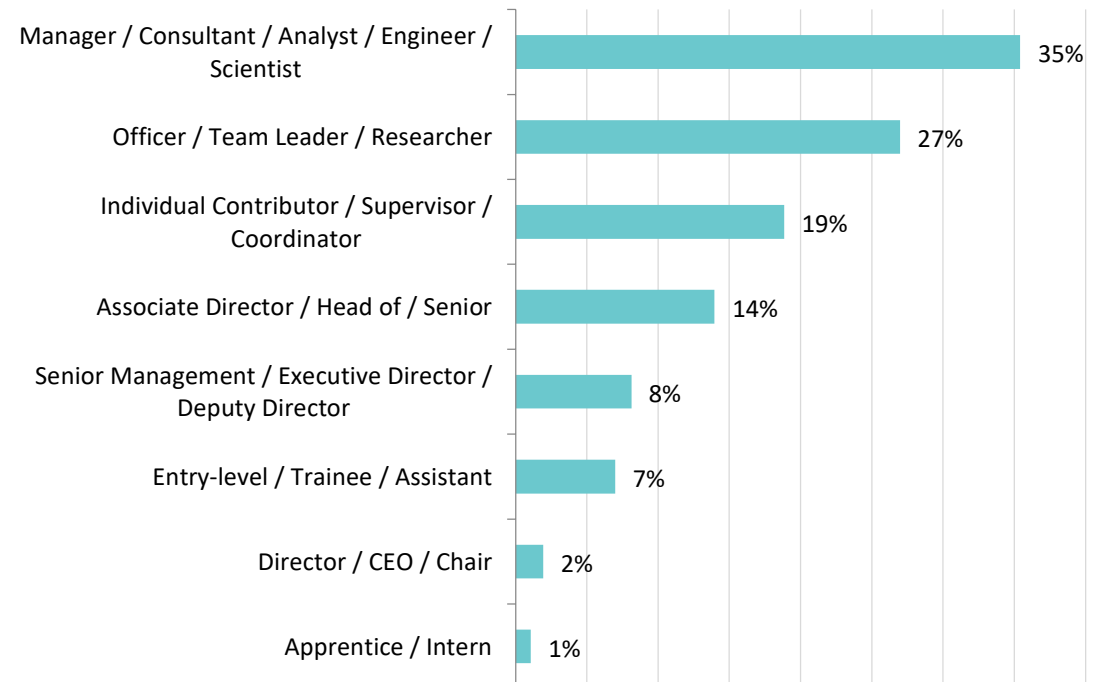
Those working in Professional Services roles have a experience in many different areas

We asked...

Which of these best describes your most recent role in Professional Services or Skilled Trades?



Which of the following best describes the level of your most recent role in Professional Services or Skilled Trades?



# Jobseeker Insights

## PhD

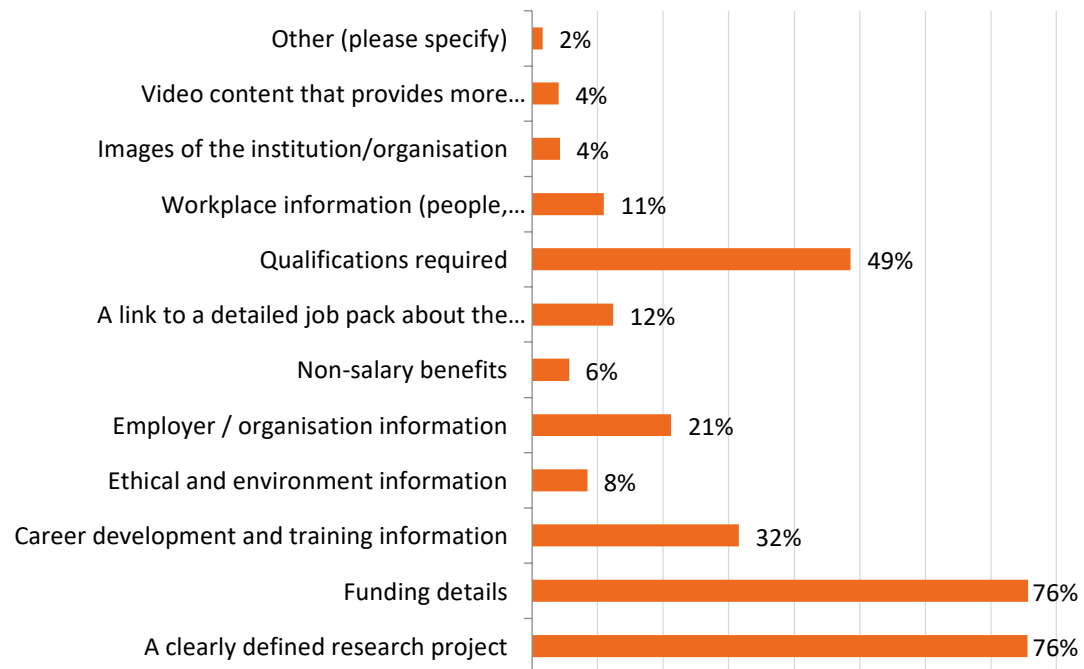
13% of visitors to jobs.ac.uk are looking for PhD opportunities

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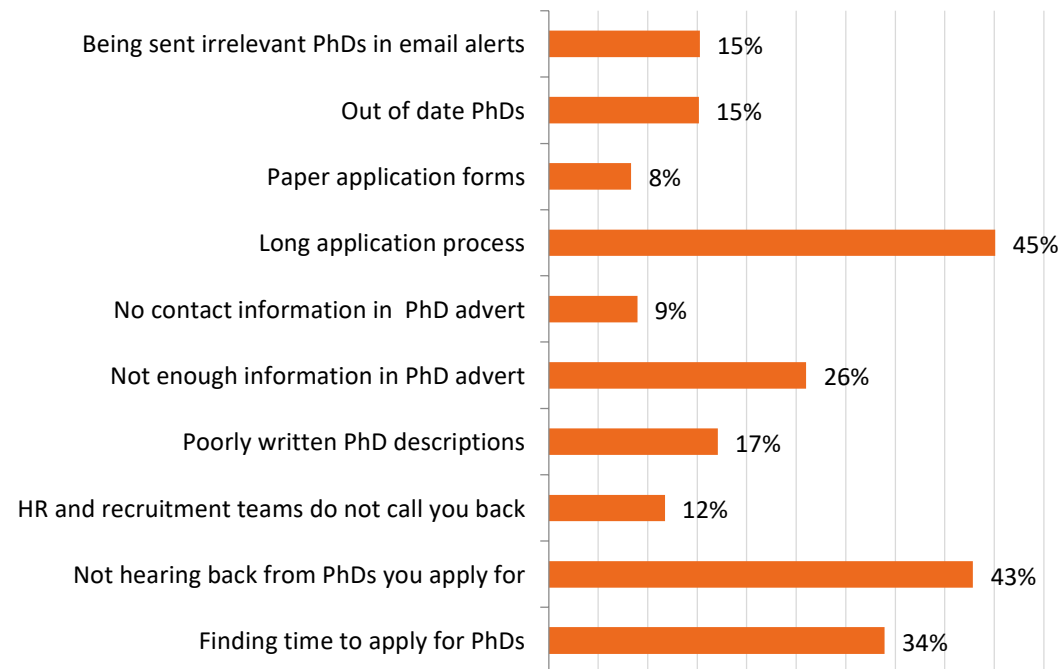
# PhD adverts and the recruitment process

- When considering a PhD, Funding details remain the greatest deciding factor for 75% of respondents
- Over 75% prefer a job advert that contains a clearly defined research project
- 49% of respondents would also like to see information about the qualifications required for the role
- 45% of respondents are frustrated by the long application process

## The most important parts of a job advert, aside from the title, salary and location, are...



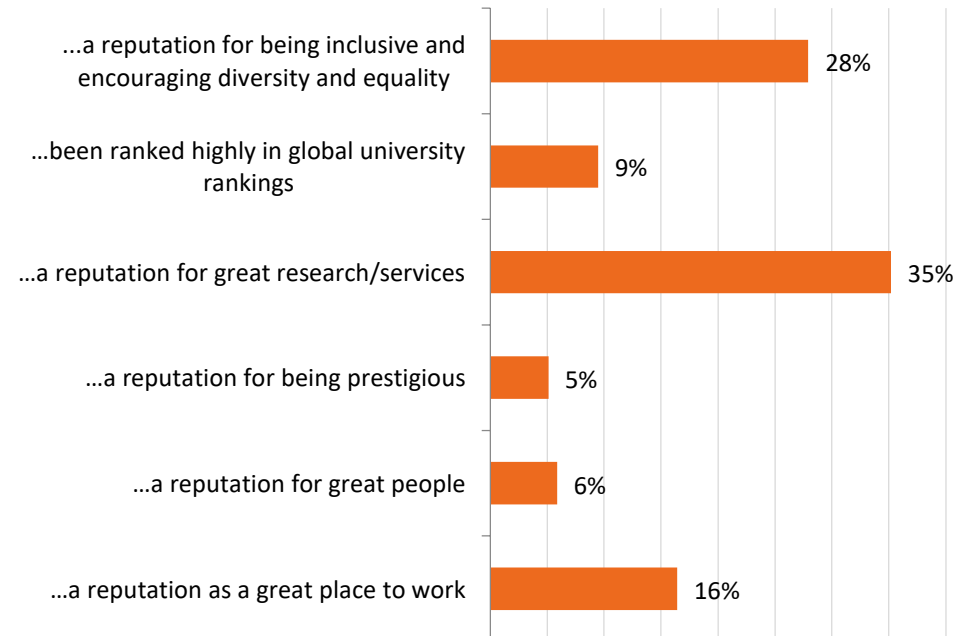
## The most frustrating parts of the job seeking process are...



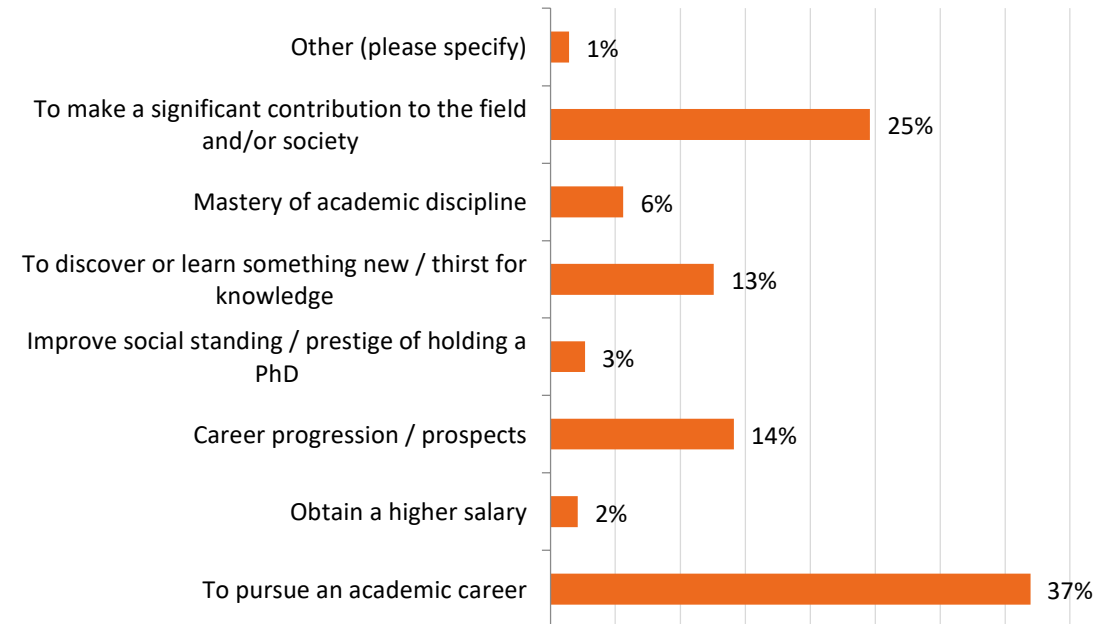
## In the workplace

- jobs.ac.uk visitors are seeking PhD opportunities at institutions that have a reputation for great research and for encouraging diversity and inclusion
- 37% of prospective PhD candidates are seeking opportunities to pursue an academic career

### Which of the following is the MOST important if you were to consider a PhD? The employer has....



### Why respondents are seeking PhD opportunities:

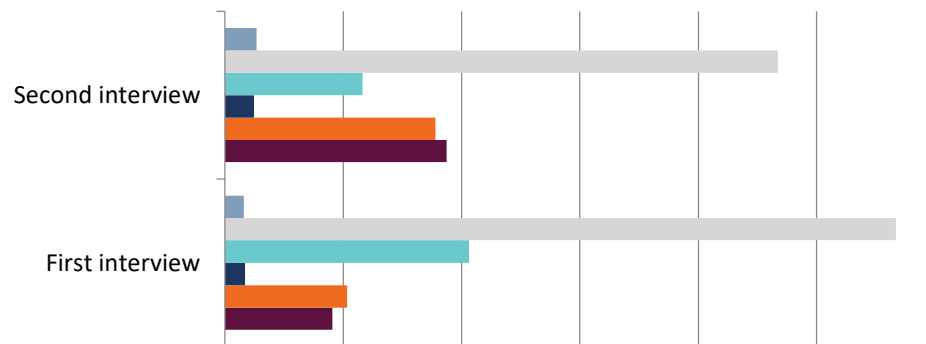




# PhD interview preferences

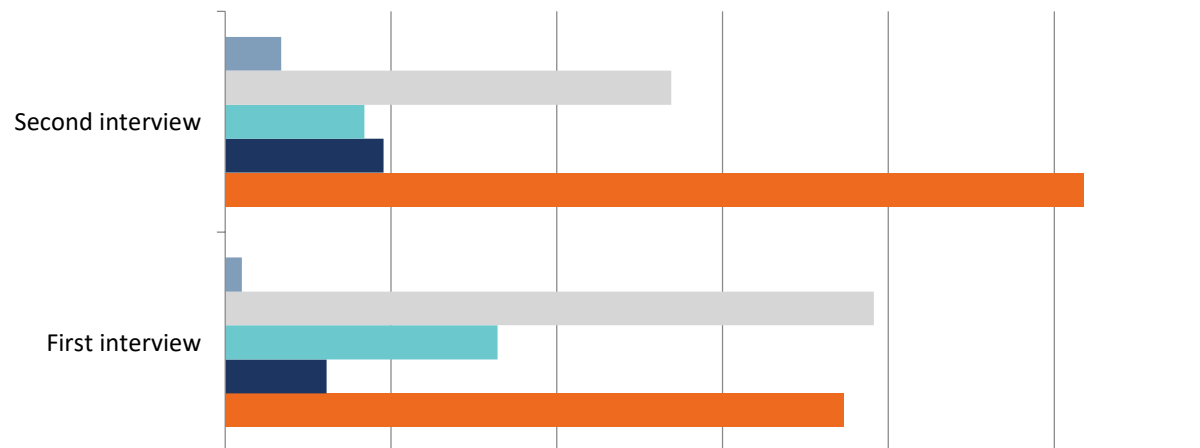
In the aftermath of the pandemic, the majority of respondents would prefer in-person interviews for local PhDs, closely followed by video interviews. Video interviews are the preferred method for overseas PhDs.

## Preferred interview method for PhDs overseas



|  | First interview | Second interview |
|--|-----------------|------------------|
| None of the above  | 2%              | 3%               |
| A video interview  | 57%             | 47%              |
| A telephone interview  | 21%             | 12%              |
| A job fair at the recruiting organisation                        | 2%              | 2%               |
| A home-country based interview                                   | 10%             | 18%              |
| An interview overseas in the country where the position is based | 9%              | 19%              |

## Preferred interview method for local PhDs



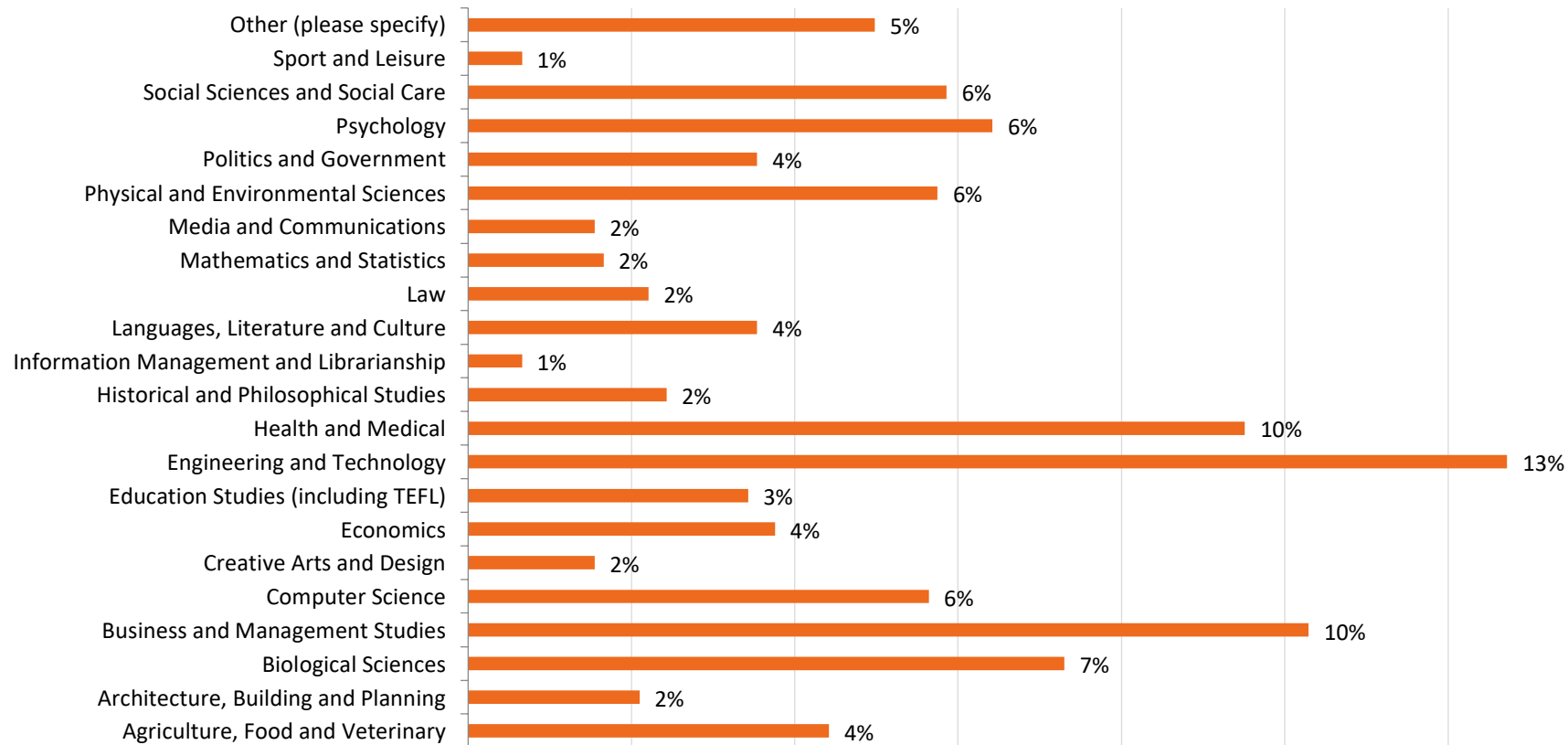
|  | First interview | Second interview |
|--|-----------------|------------------|
| None of the above  | 1%              | 3%               |
| A video interview  | 39%             | 27%              |
| A telephone interview  | 16%             | 8%               |
| A job fair at the recruiting organisation                              | 6%              | 10%              |
| An in-person interview in the town or city where the position is based | 37%             | 52%              |



# Research interests

There is significant interest in all academic disciplines, led by Engineering and Technology, Business and Management Studies and Health and Medical.

## What academic discipline does your research interest fall into?



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*Great jobs for bright people*

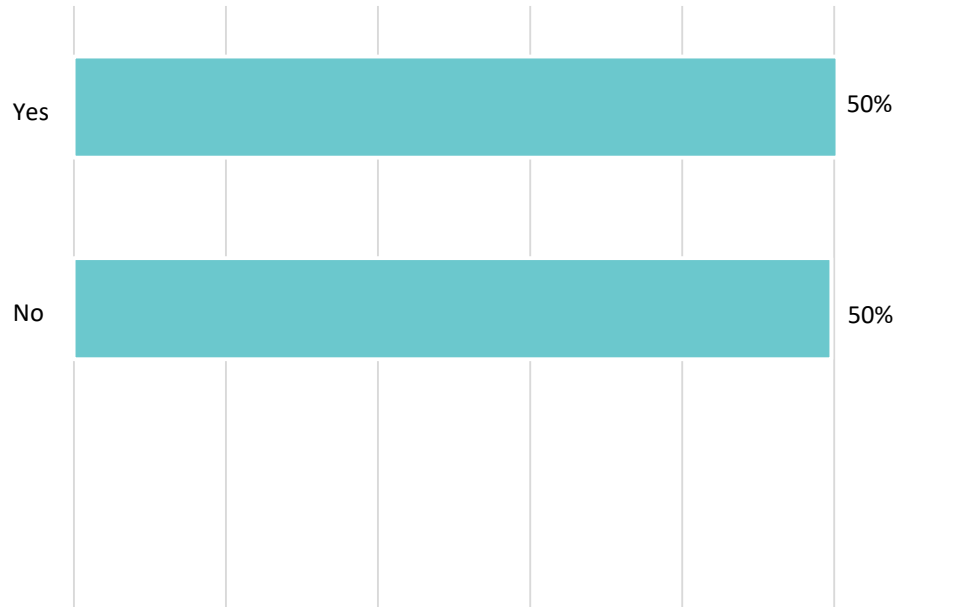
# Working Abroad

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# International Jobseekers

The jobs.ac.uk audience is highly mobile with almost 50% of respondents having worked in a country other than their own.

## Have you worked in a country outside of your home country?



## Top 5 reasons for working abroad



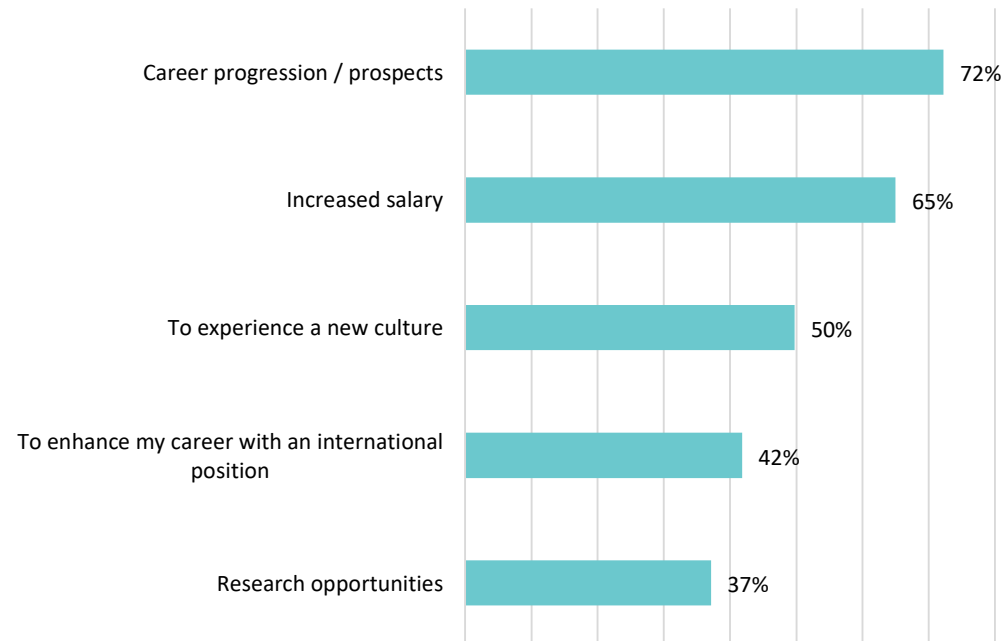
[Full report here](#)



# International mobility

- Half of respondents have worked in a country outside of their home country
- 4 in 5 would consider a job or study opportunity outside of their home country in the future

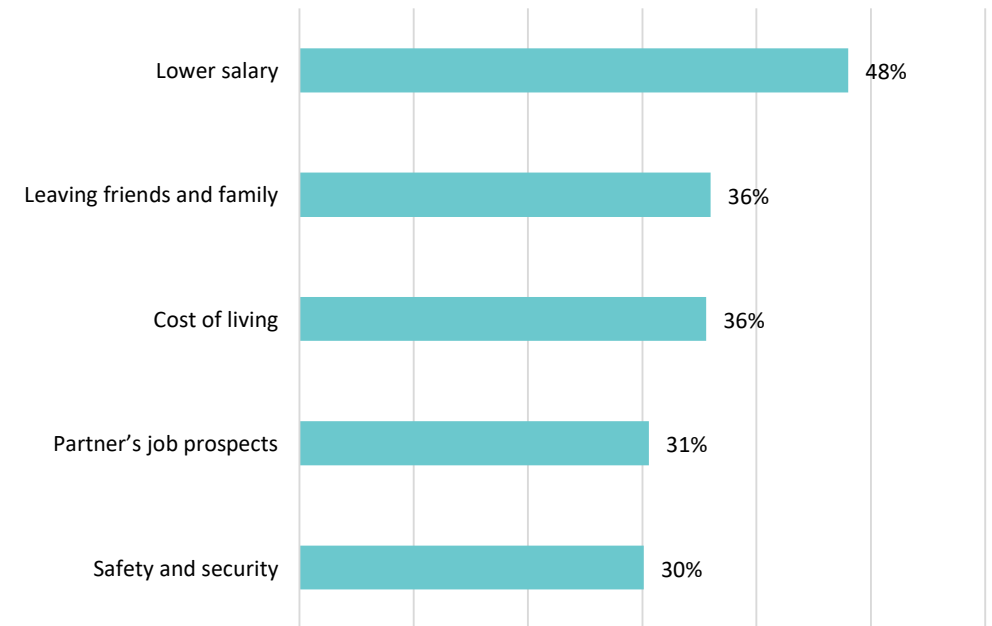
## Top 5 factors that would ATTRACT jobseekers to accept an academic position / job abroad



[Full report here](#)



## Top 5 factors that would PREVENT jobseekers from accepting an academic position abroad?

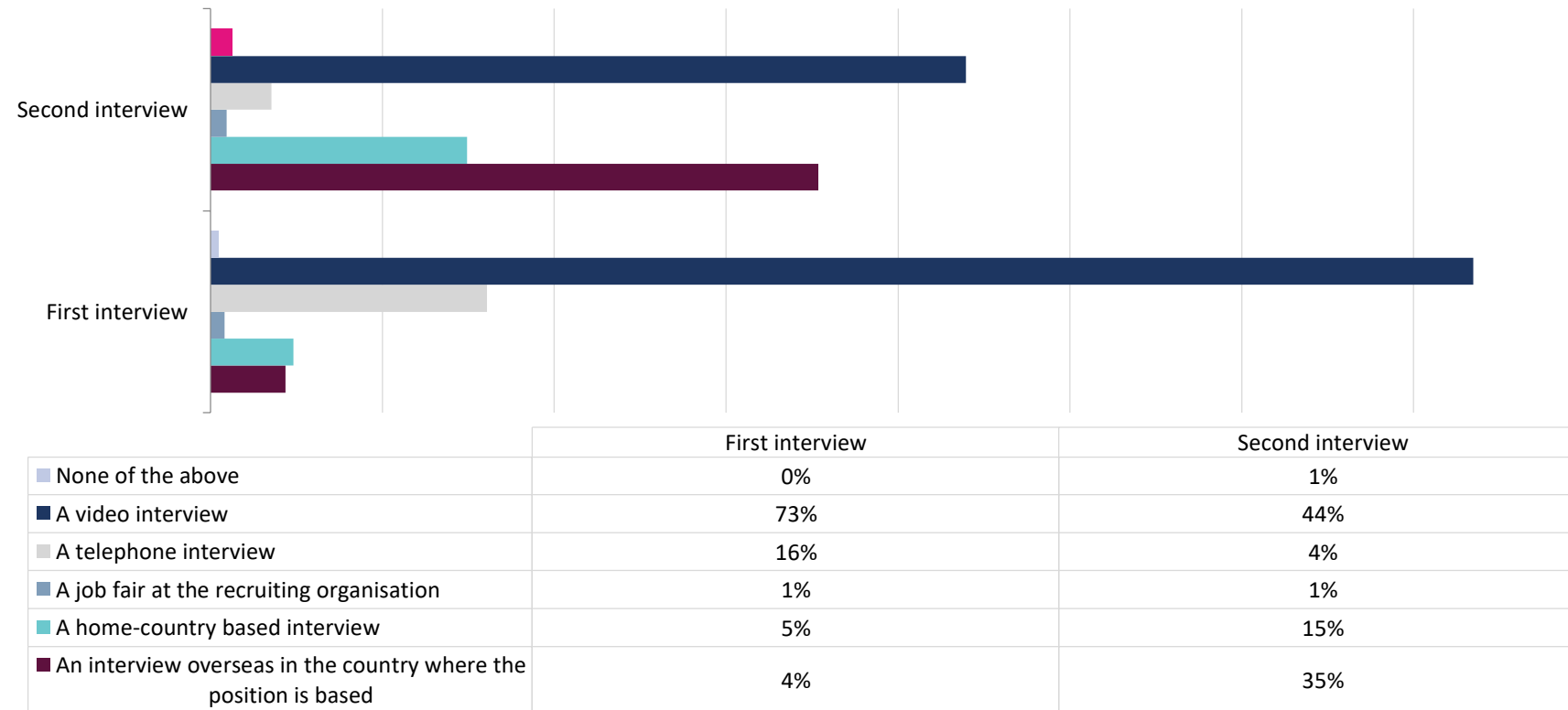


[Full report here](#)



# Interview preferences for overseas positions

- We asked what is your preferred two-stage interview process for jobs overseas?



# Jobseeker Demographics

The majority of respondents are between the ages of 25 and 54

10% consider themselves disabled

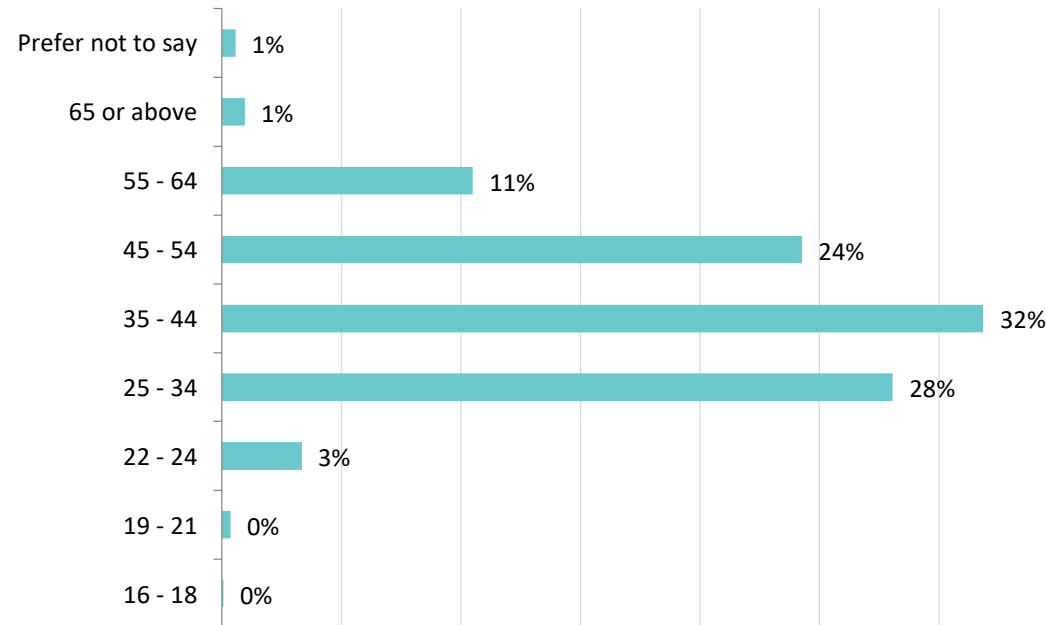
11% identify as LGBTQUA+

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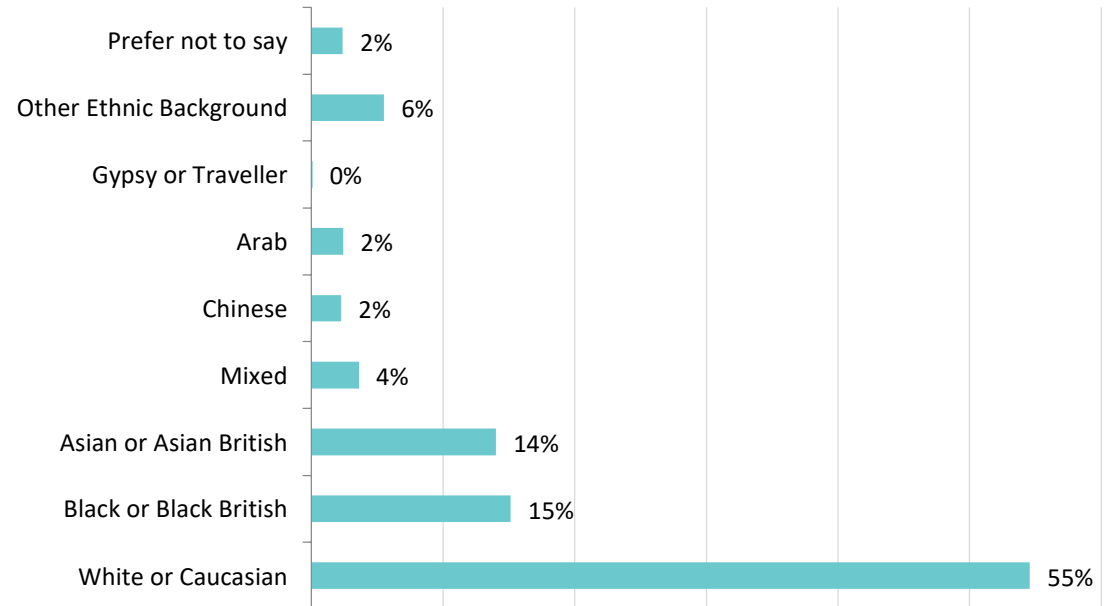
# Age groups and ethnic background

- Jobs.ac.uk visitors are diverse in age, ethnic background and gender
- 98% of respondents are between the ages of 22 and 64, with the largest age group 35 – 44
- 1 in 2 are Caucasian, 15% are Black and 14% are Asian

## Age groups



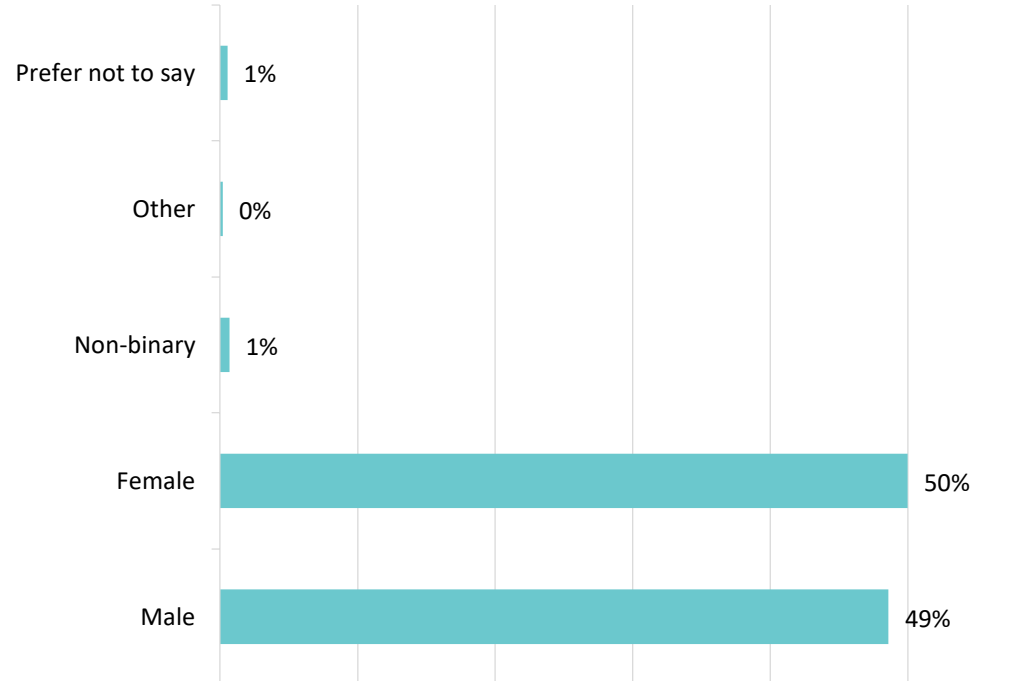
## Ethnic background



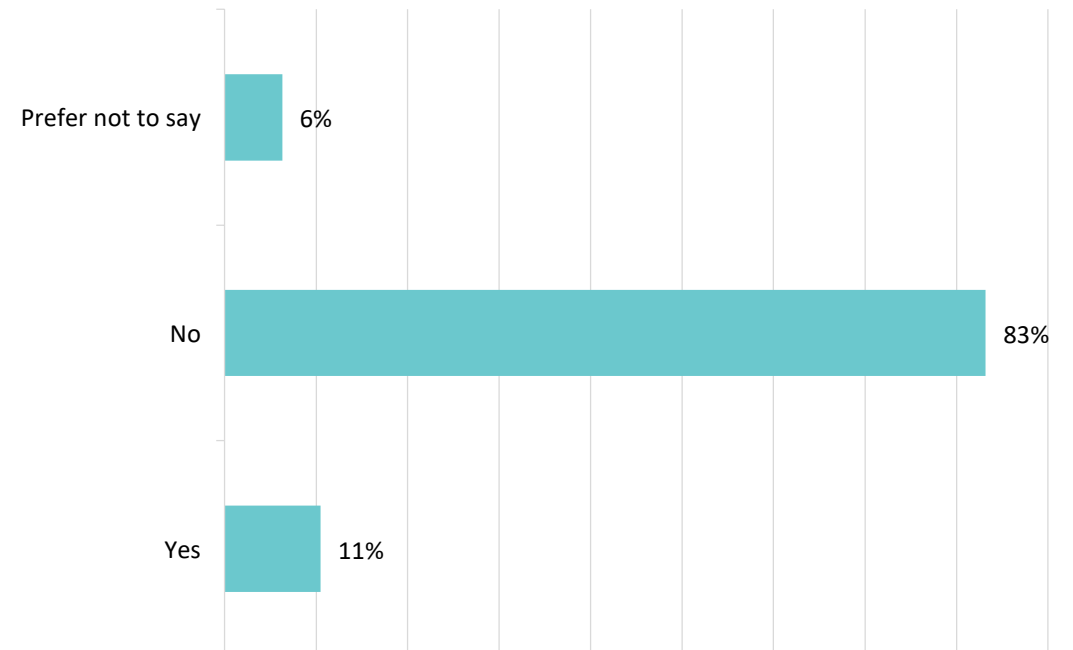
# Gender and sexual orientation

There is an even split between male and female jobseekers, with over 1 in 10 identifying as LGBTQUA+.

## Gender



## Do you identify as LGBTQUA+?





# Appendix

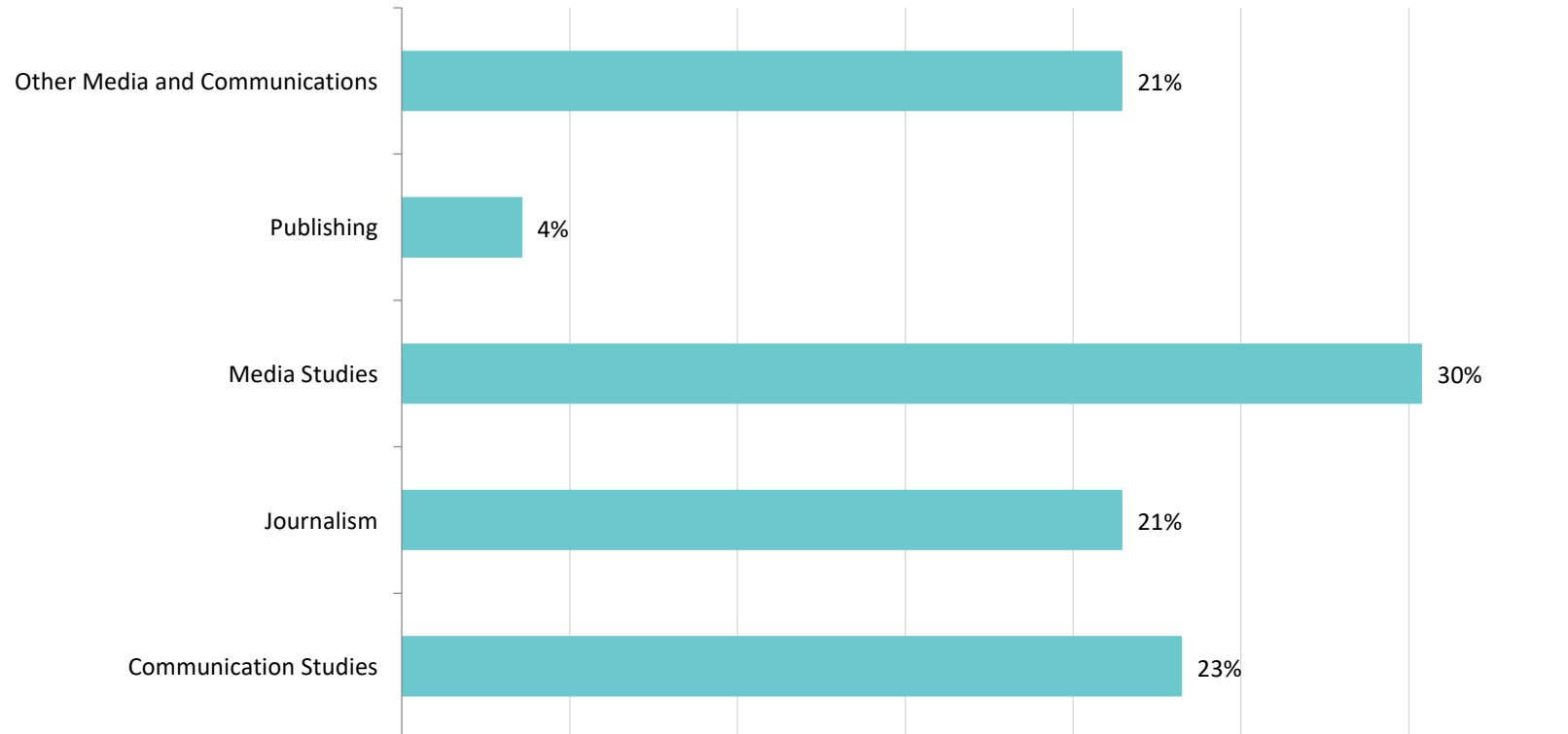
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# Jobseeker insights

## Academic Discipline breakdown

### Media and Communications

You said that you are seeking an academic position in Media and Communications. Which of the following fields best describes the area in which you are looking for jobs? Please select one

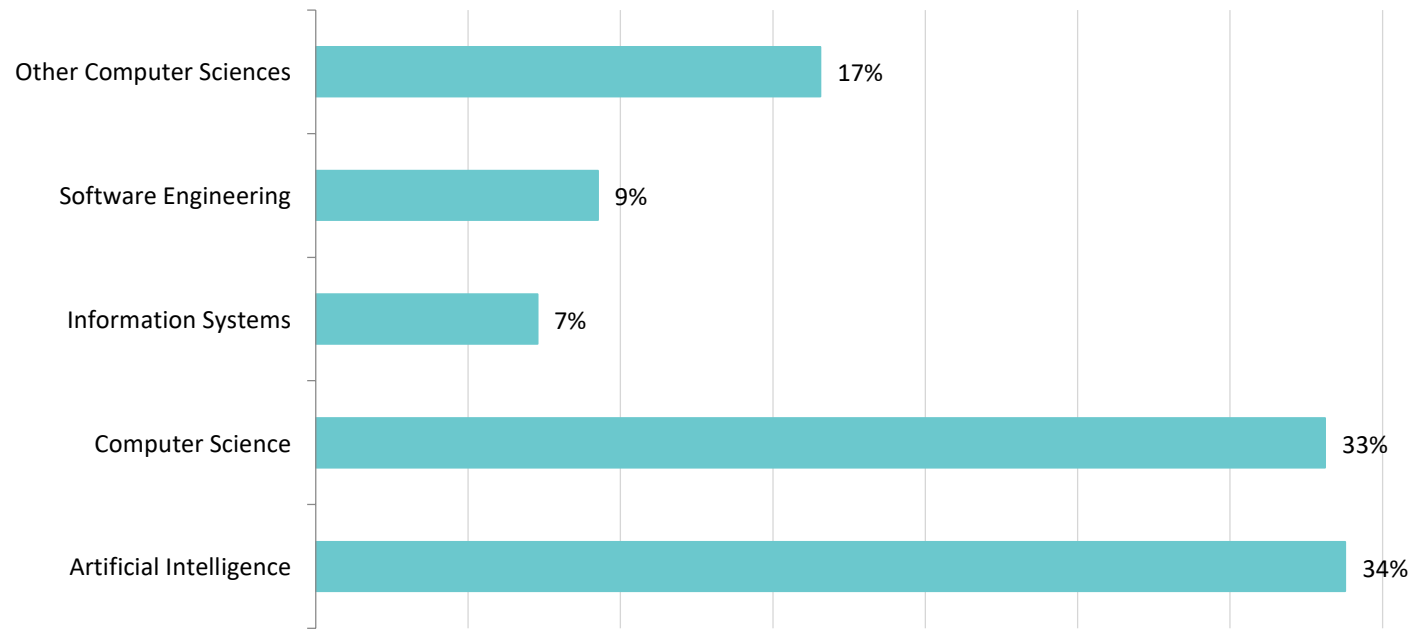


# Jobseeker insights

## Academic Discipline breakdown

### Computer Science

You said that you are seeking an academic position in Computer Science. Which of the following fields best describes the area in which you are looking for jobs? Please select one

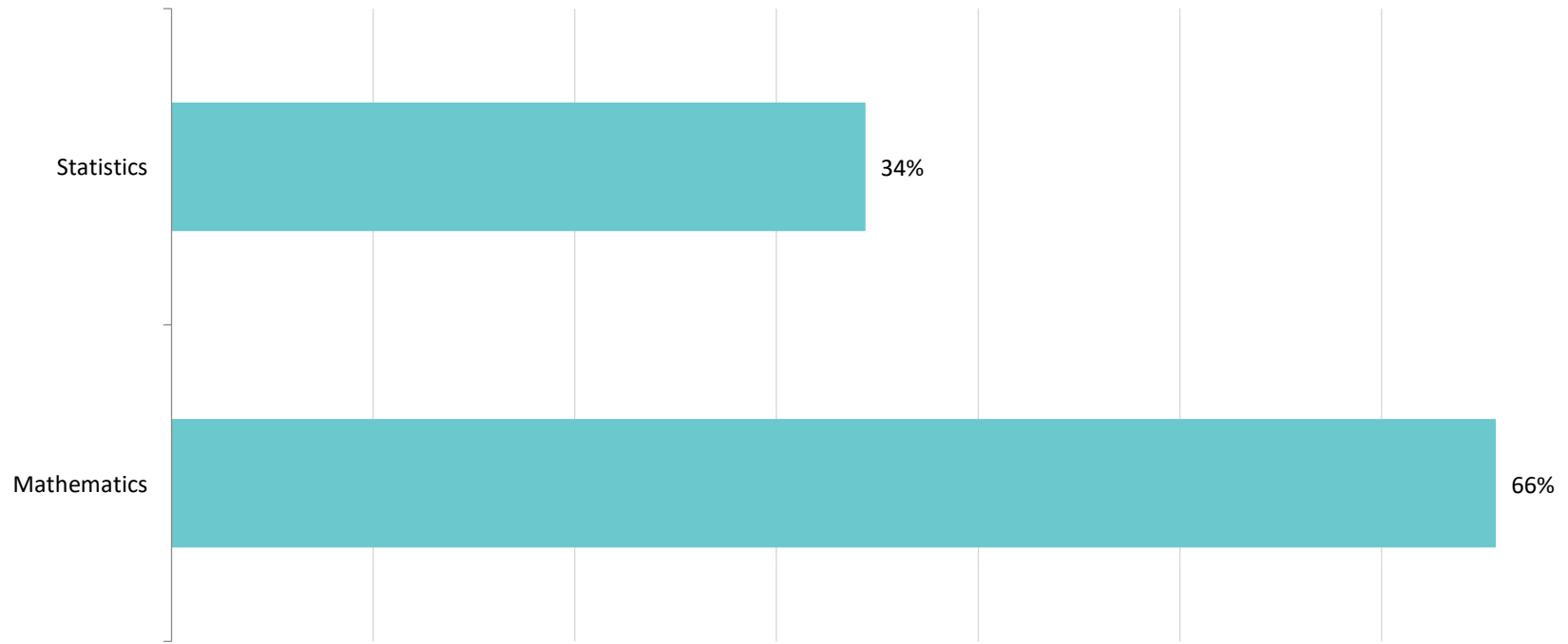


# Jobseeker insights

## Academic Discipline breakdown

### Mathematics and Statistics

You said that you are seeking an academic position in Mathematics and Statistics. Which of the following fields best describes the area in which you are looking for jobs? Please select one

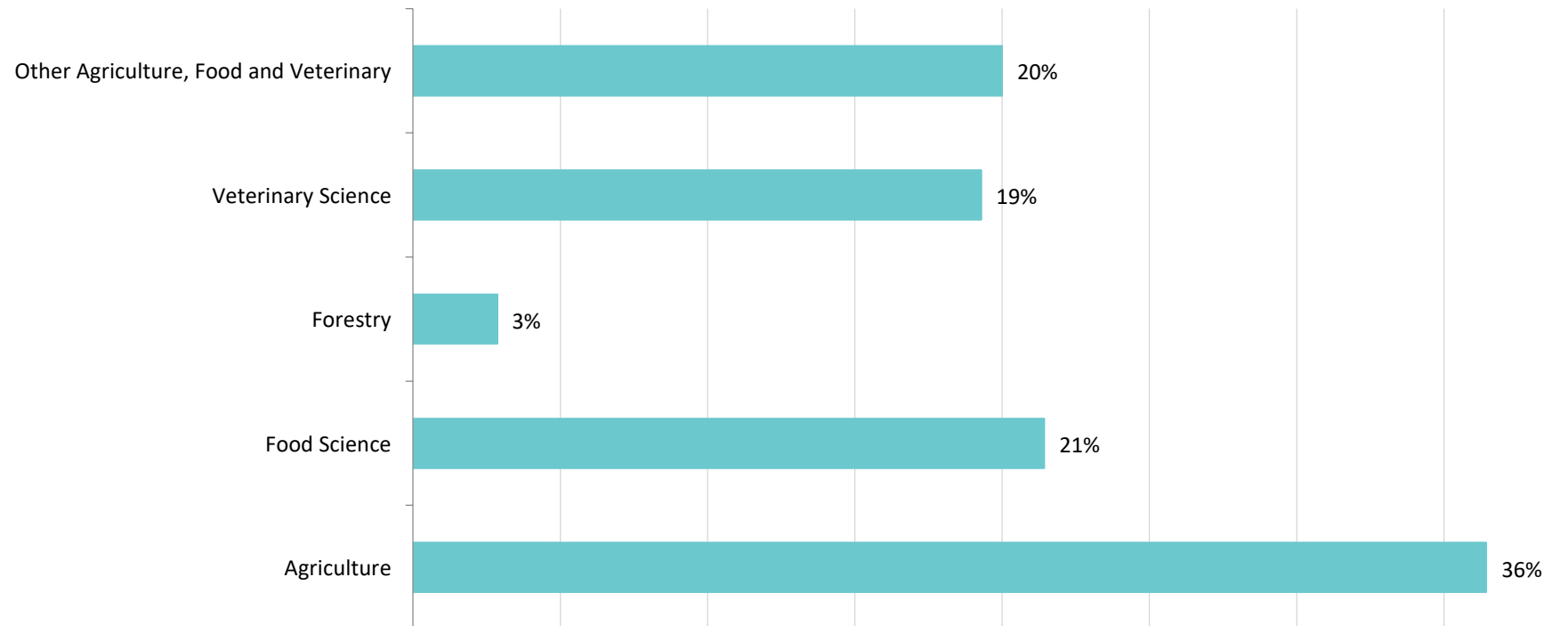


# Jobseeker insights

## Academic Discipline breakdown

### Agriculture, Food and Veterinary

You said that you are seeking an academic position in Agriculture, Food and Veterinary. Which of the following fields best describes the area in which you are looking for jobs? Please select one

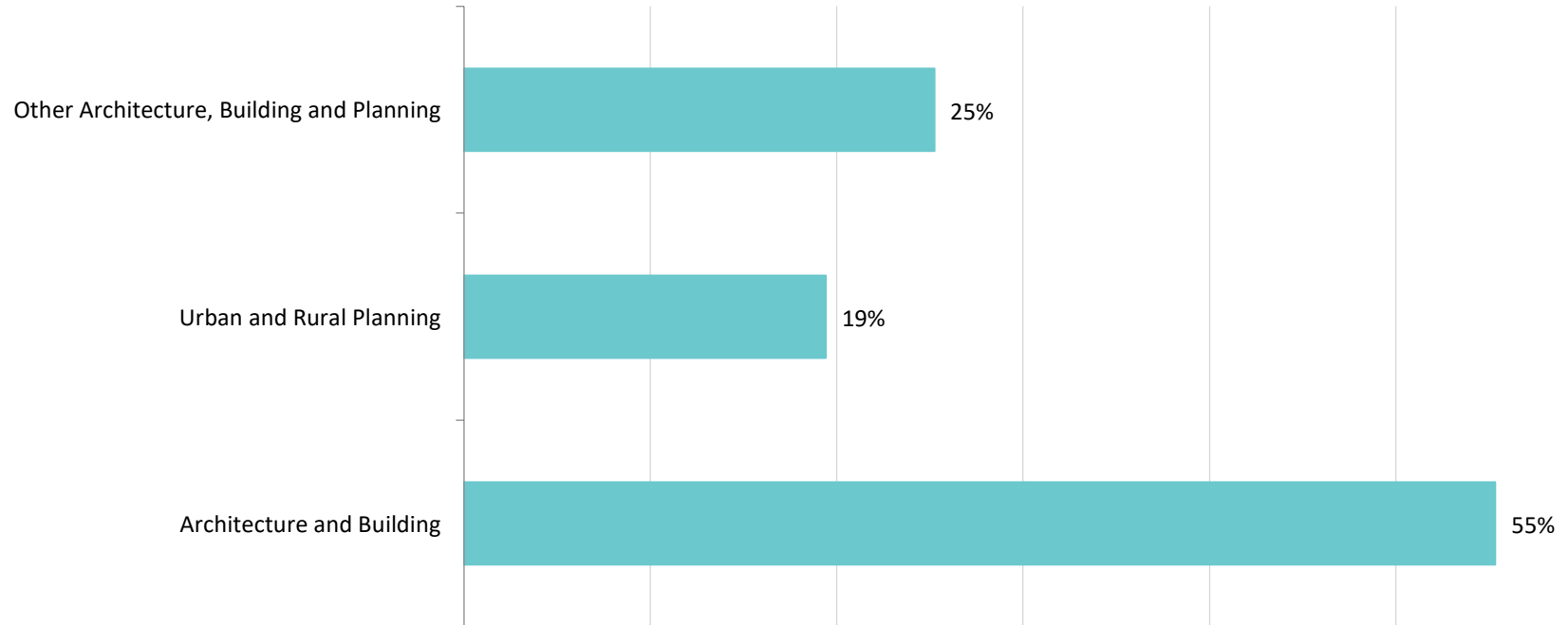


# Jobseeker insights

## Academic Discipline breakdown

### Architecture, Building and Planning

You said that you are seeking an academic position in Architecture, Building and Planning. Which of the following fields best describes the area in which you are looking for jobs? Please select one

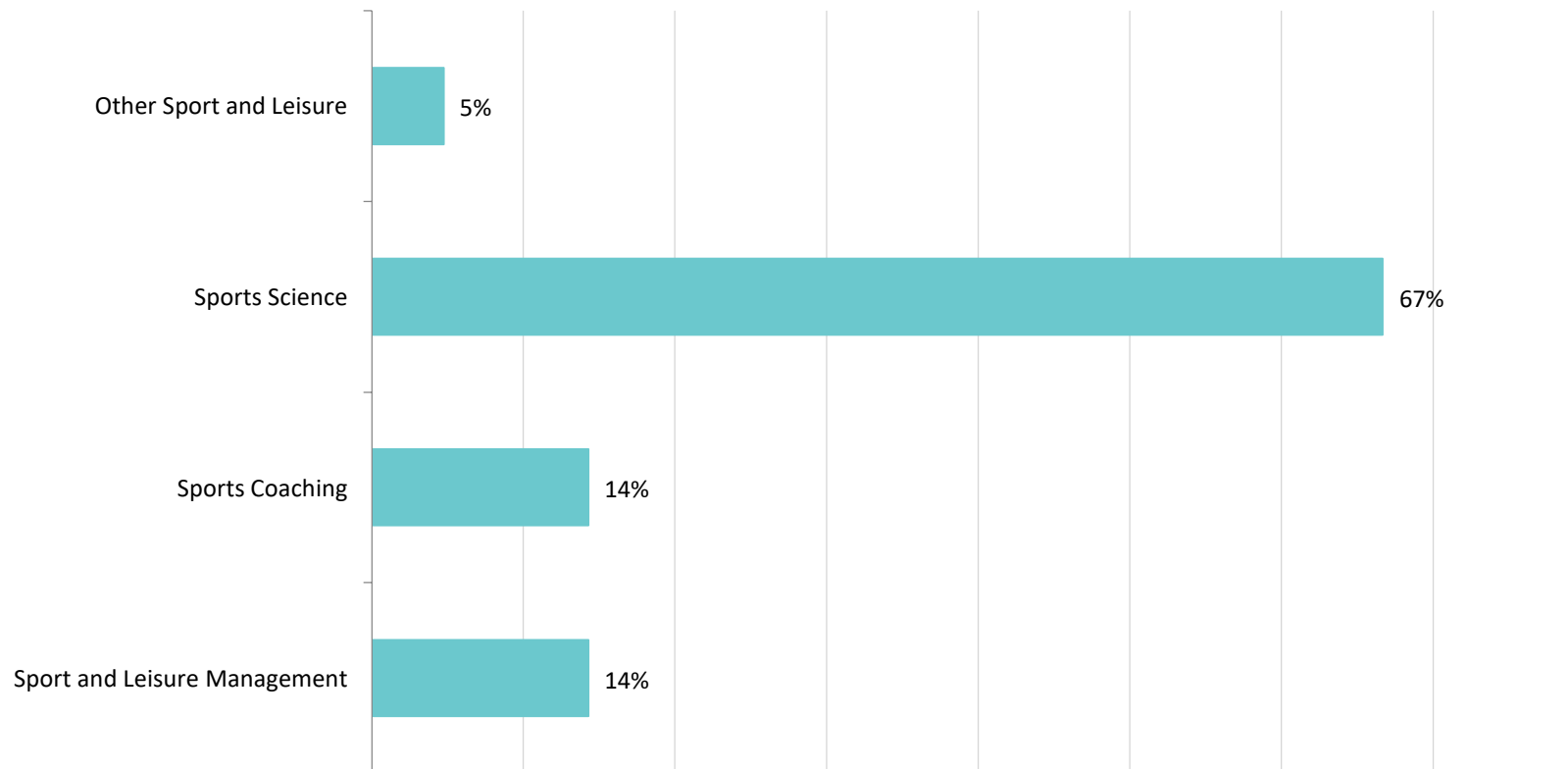


# Jobseeker insights

## Academic Discipline breakdown

### Sport and Leisure

You said that you are seeking an academic position in Sport and Leisure.  
Which of the following fields best describes the area in which you are  
looking for jobs? Please select one

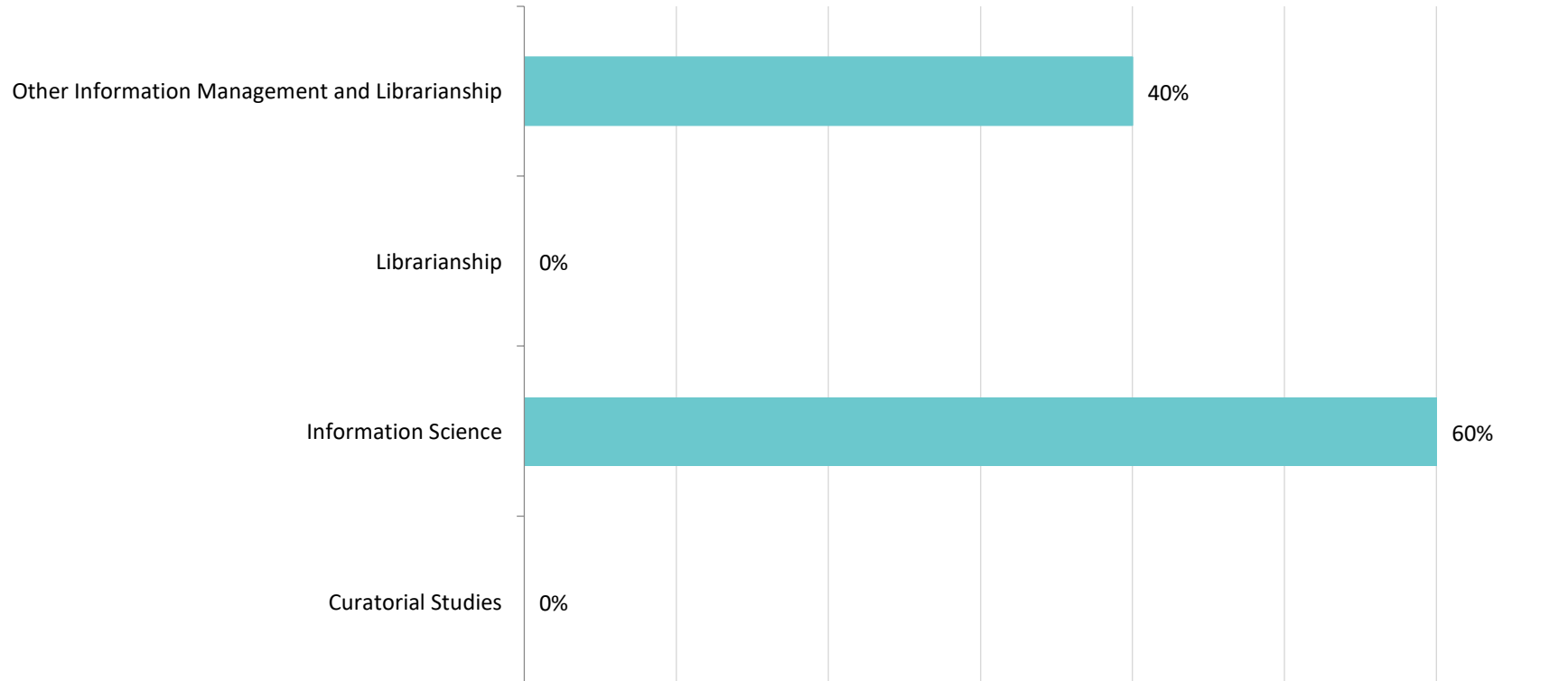


# Jobseeker insights

## Academic Discipline breakdown

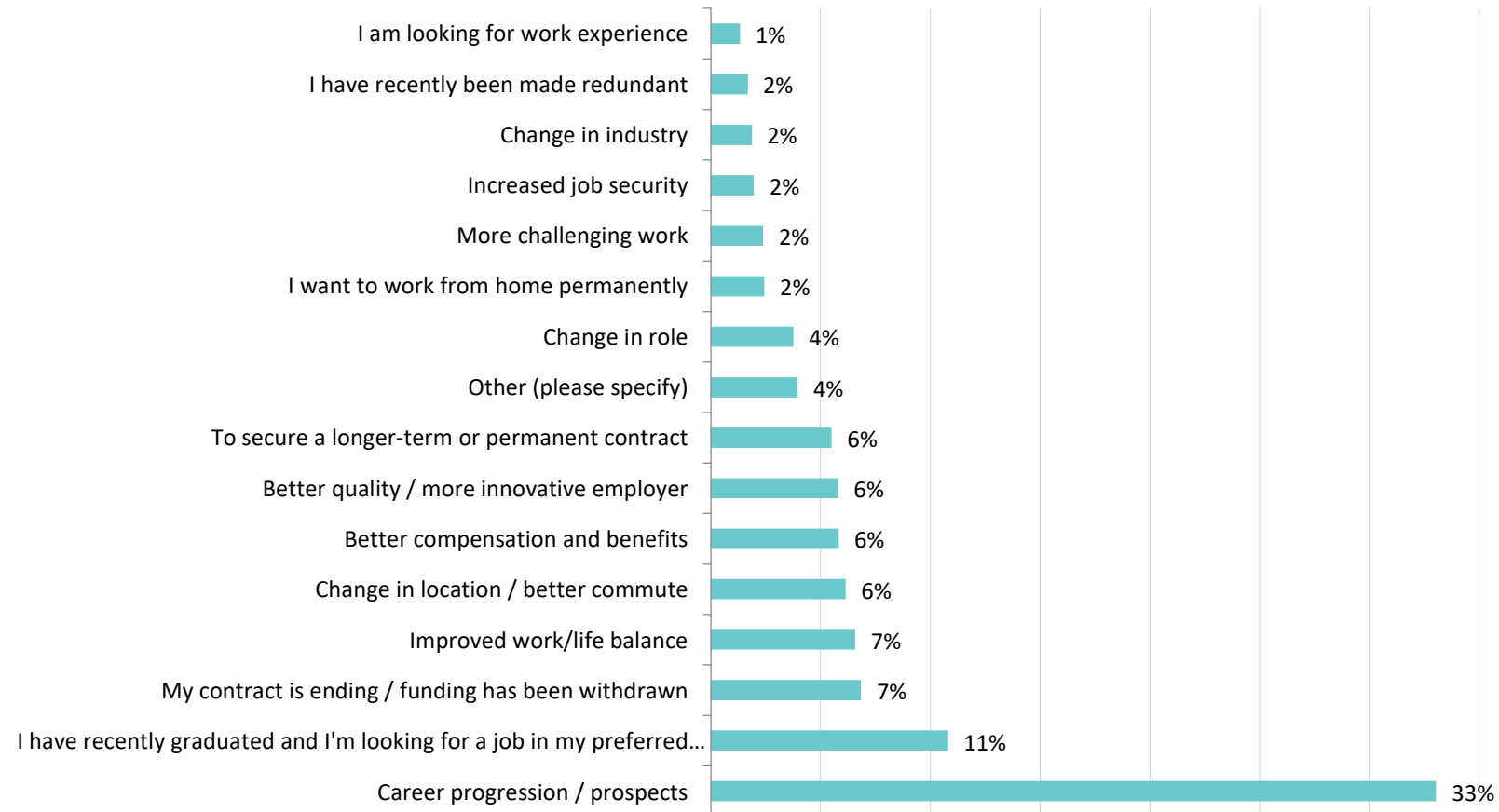
### Information Management and Librarianship

You said that you are seeking an academic position in Information Management and Librarianship. Which of the following fields best describes the area in which you are looking for jobs? Please select one





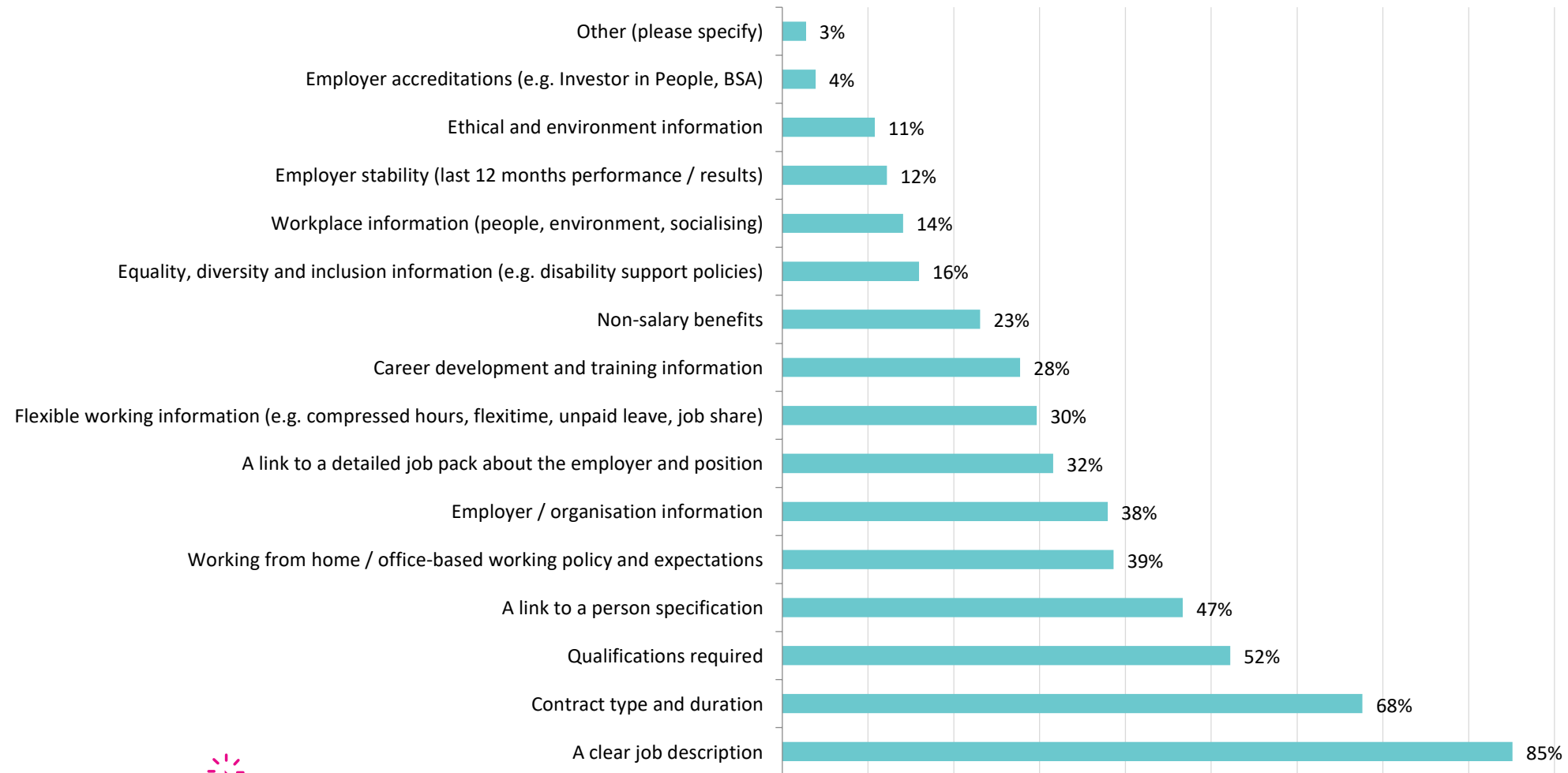
## Why you are looking for a new job / what might make you want to change jobs?



[Back to report](#)



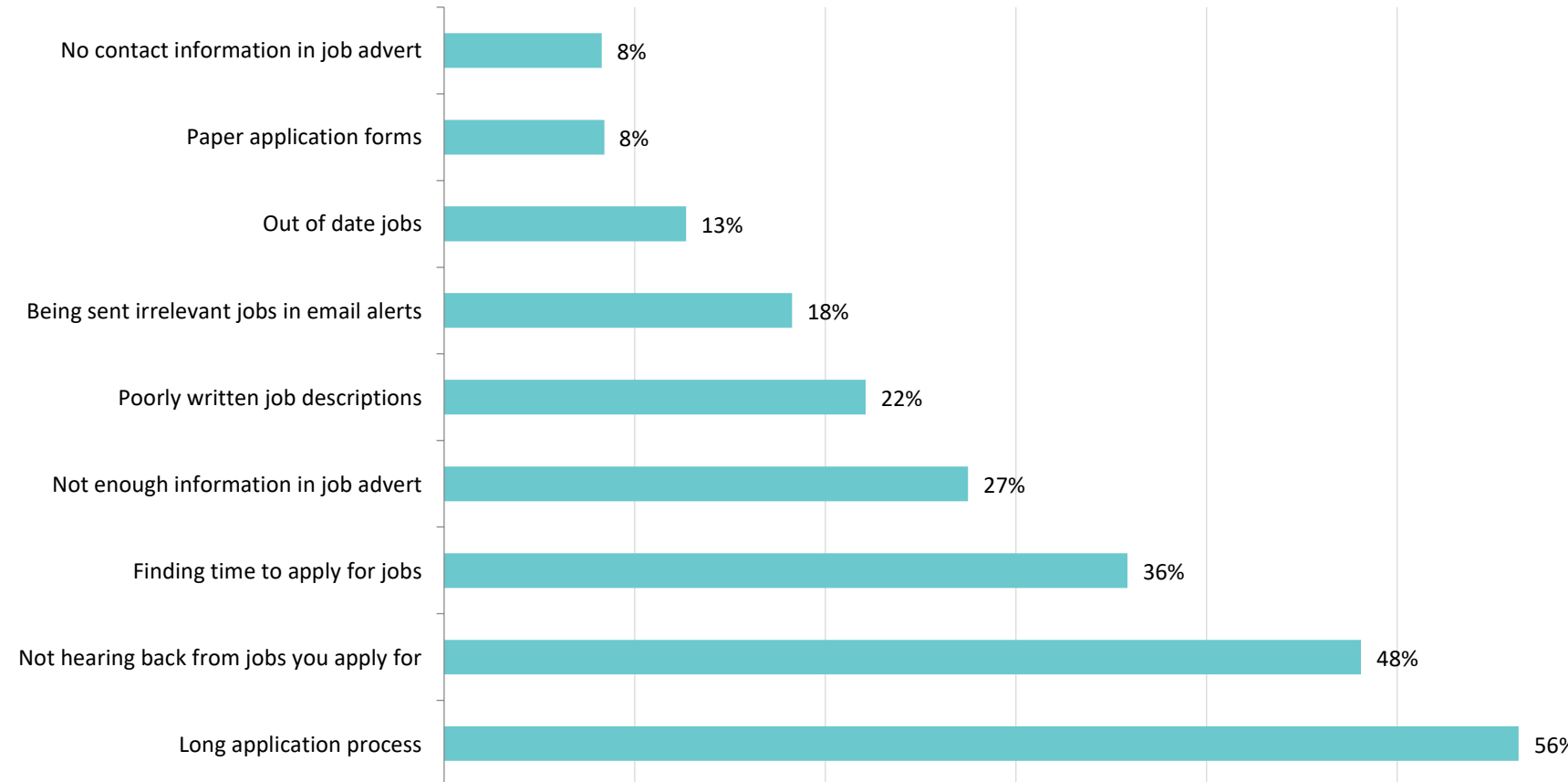
## Apart from the title, salary and location, what are the most important things in a job advert?



[Back to report](#)



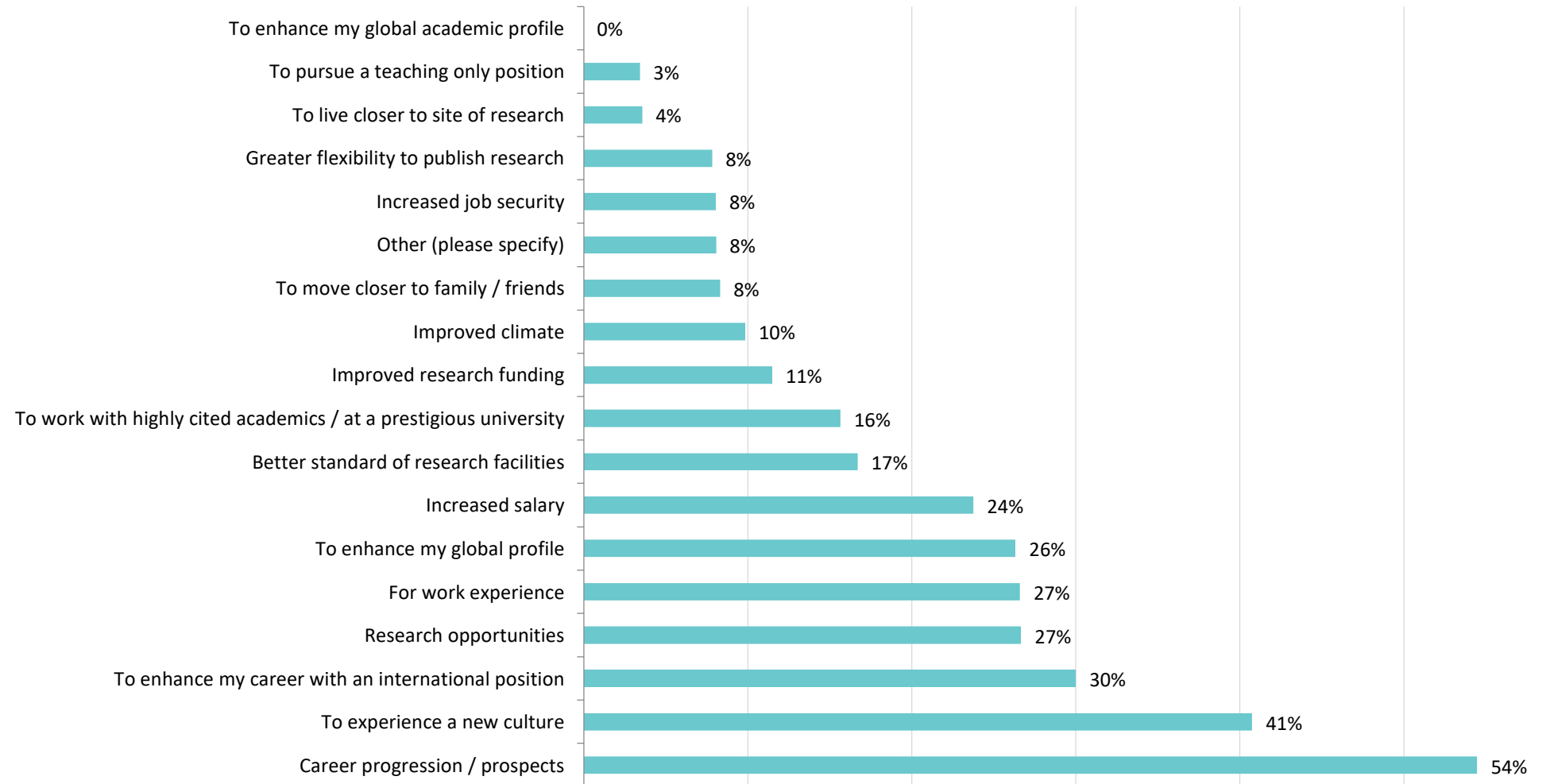
## What frustrates you most about the job seeking process?



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## What made you decide to work abroad? Please select all that apply



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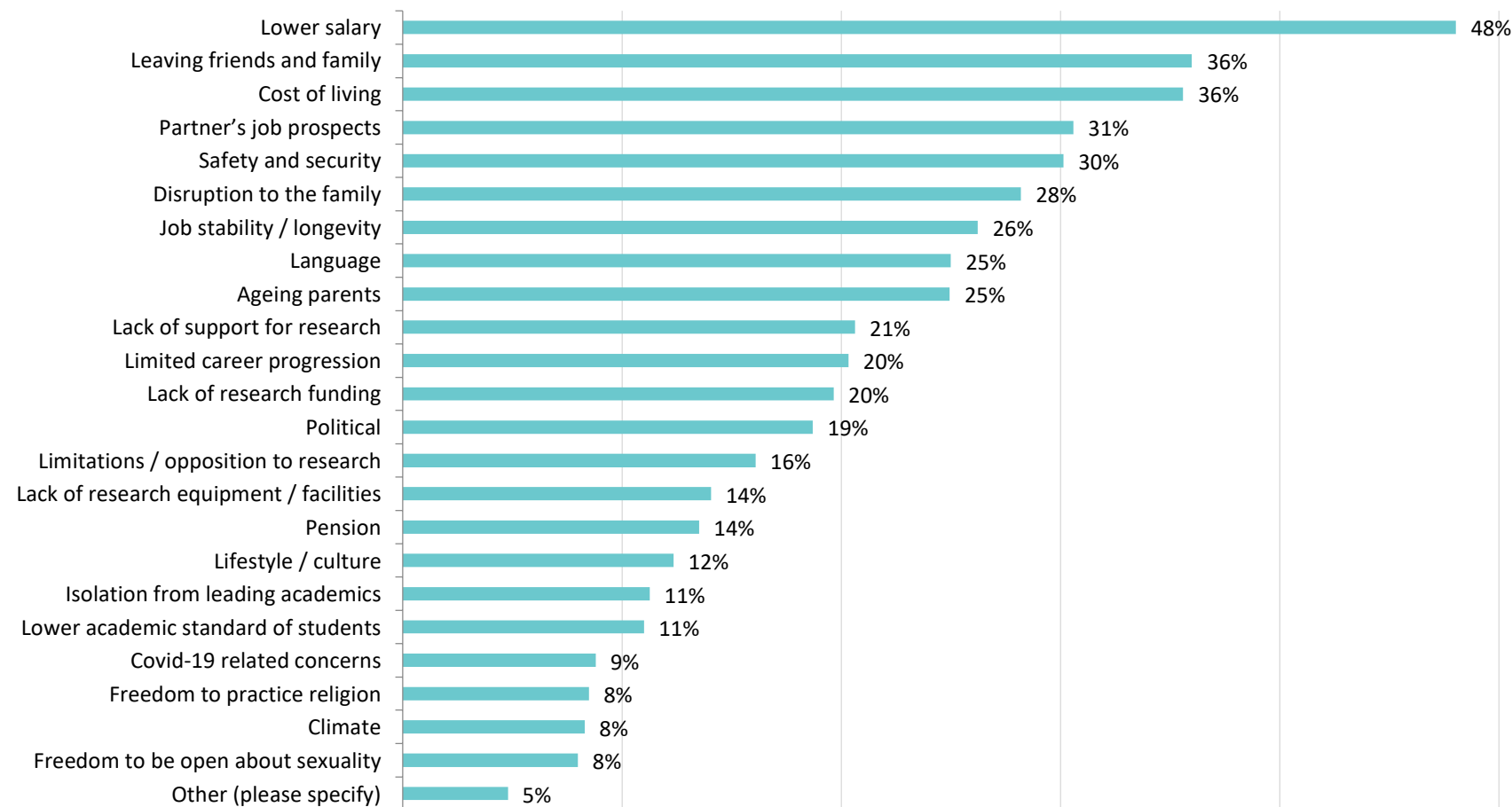
## What factors would ATTRACT you to accept an academic position / job abroad? Please select all that apply



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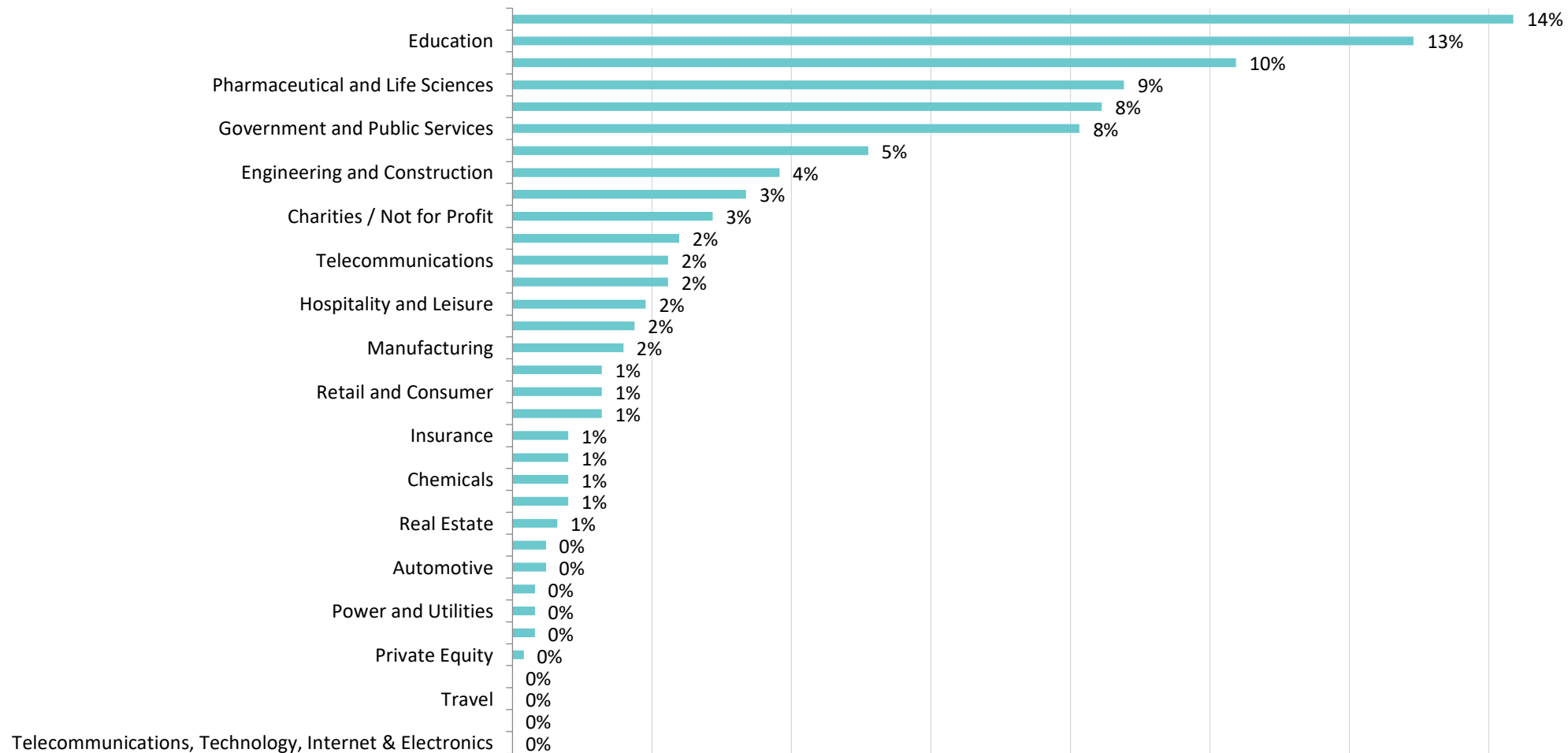
## What factors would PREVENT you from accepting an academic position abroad? Please select all that apply



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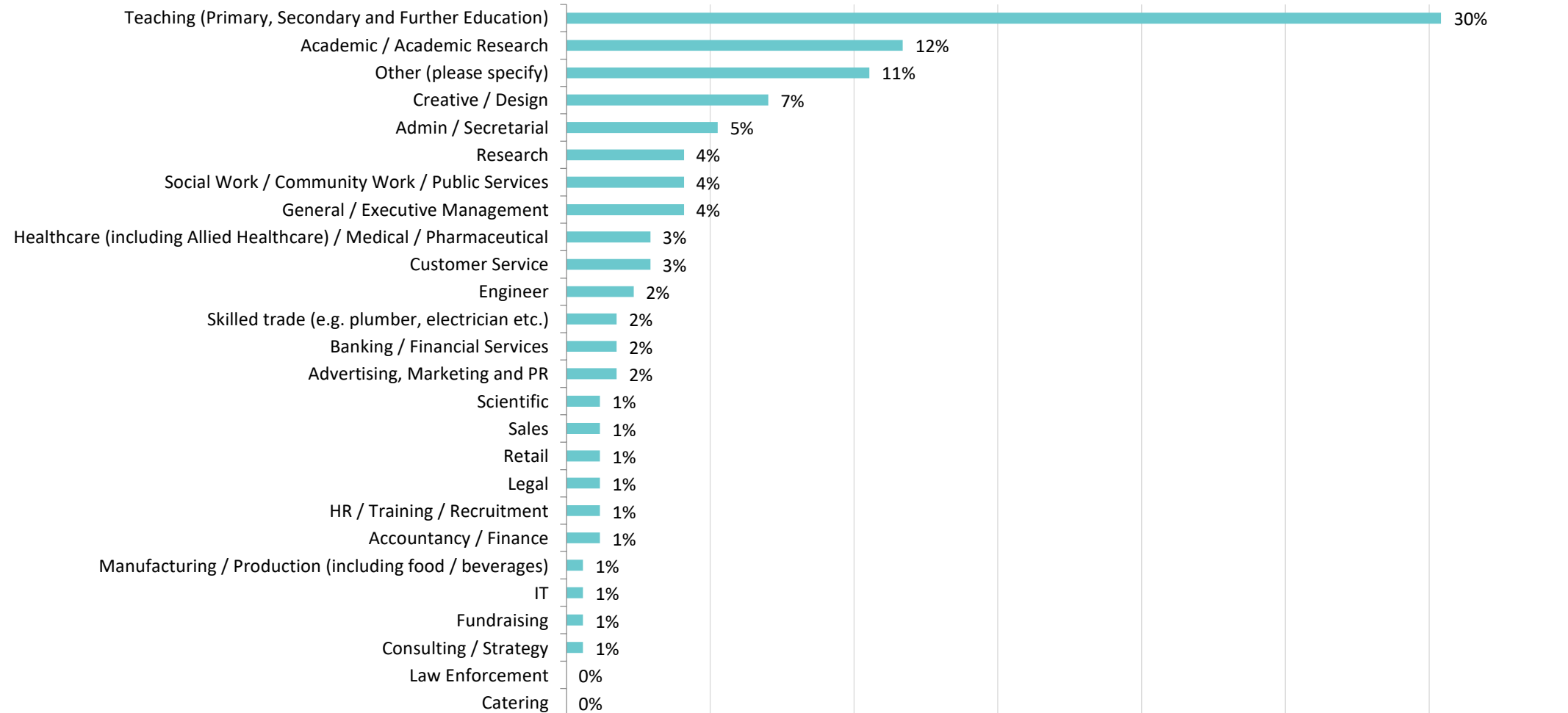
## In which industry or sector are you most interested in looking for a job?



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## Which of these descriptions best fits the role that you are looking for? Please select one



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