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Great jobs for bright people

Academic Jobseeker Preferences 2023

Executive summary

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

49% of our academic jobseekers are currently employed on a permanent contract, and 87% are seeking full time work. In addition to this, 92% are seeking a permanent contract. 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.

84% of respondents are actively searching and applying for job opportunities. A further 12% are browsing.

77% of respondents use our jobs by email service, showing that this is the perfect way to reach your target audience.

**98% OF RESPONDANTS WOULD RECOMMEND
JOBS.AC.UK TO A COLLEAGUE.**

SEE HOW WE CAN HELP?

92% 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

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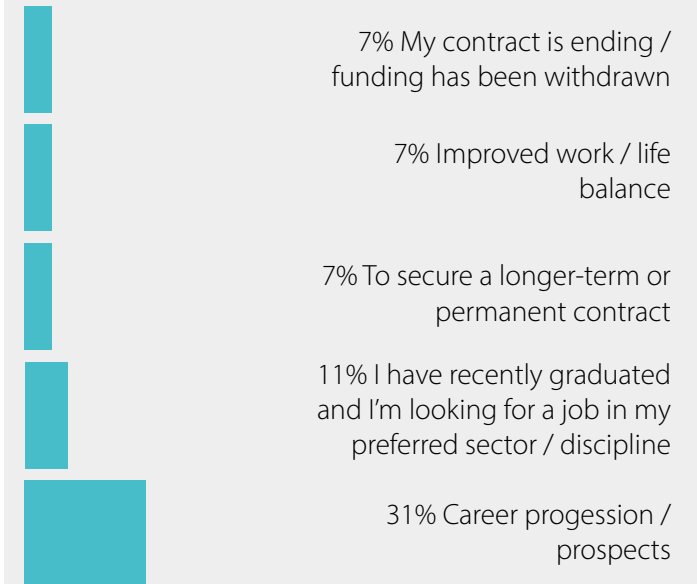
Jobseeker insights academic

General insights

KEY FINDINGS

- 49% of respondents are actively searching and applying for academic / academic research job opportunities
- 4 in 5 respondents are currently employed or still studying
- 95% are educated to a minimum of degree level, with 85% 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
- 13% of respondents are looking for paid research opportunities

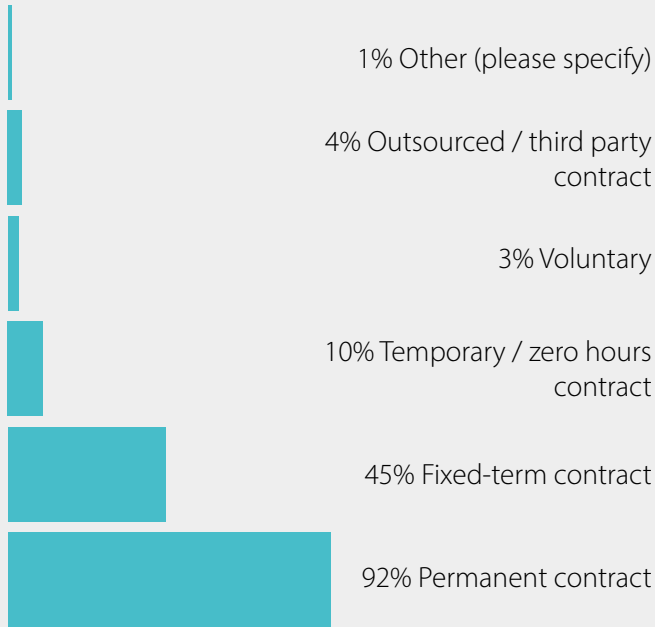
TOP 5 REASONS WHY RESPONDANTS ARE SEEKING A NEW JOB



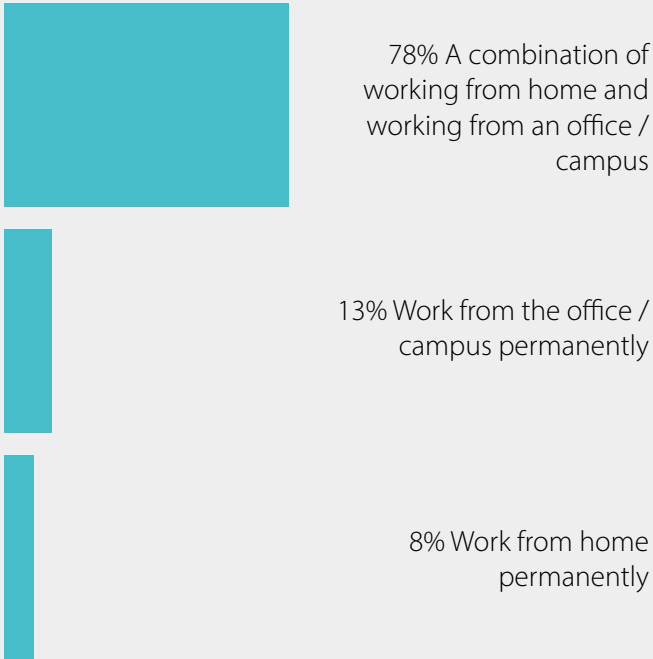
[FULL REPORT HERE](#)

Employment insights

WHAT TYPE(S) OF CONTRACT ARE YOU LOOKING FOR / WOULD YOU BE LOOKING FOR? PLEASE SELECT ALL THAT APPLY



HOW WOULD YOU PREFER TO WORK IN THE FUTURE?

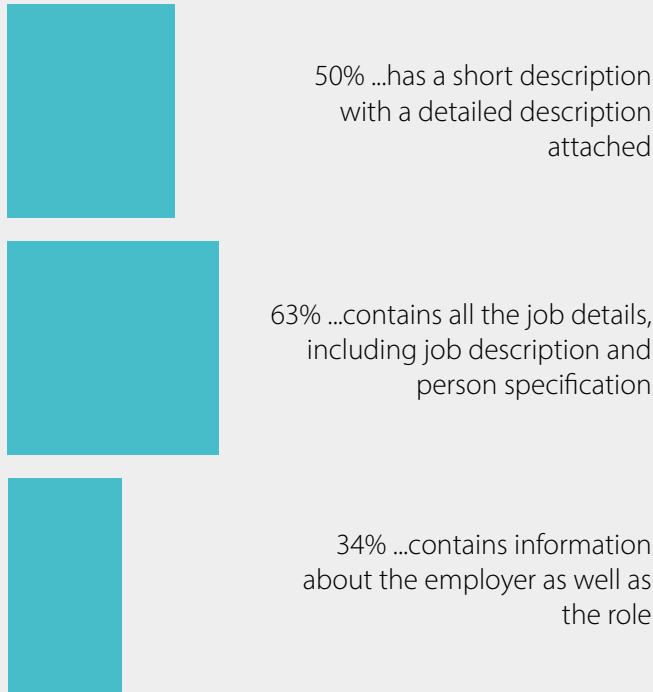


KEY FINDINGS

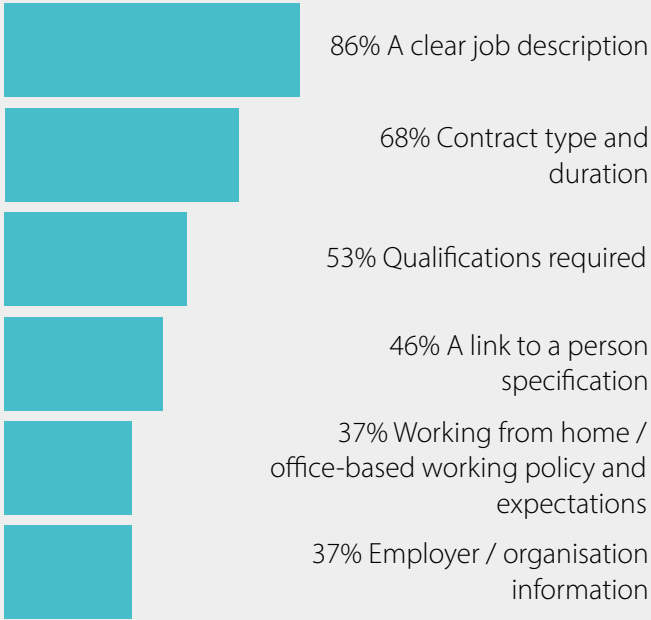
- More than 3 in 4 jobseekers would prefer a combination of working from home and campus/the office in the future

Advertising preferences

OUR JOBSEEKERS PREFER ADVERTS THAT...



APART FROM THE TITLE, SALARY AND LOCATION, WHAT ARE THE MOST IMPORTANT THINGS IN A JOB ADVERT?



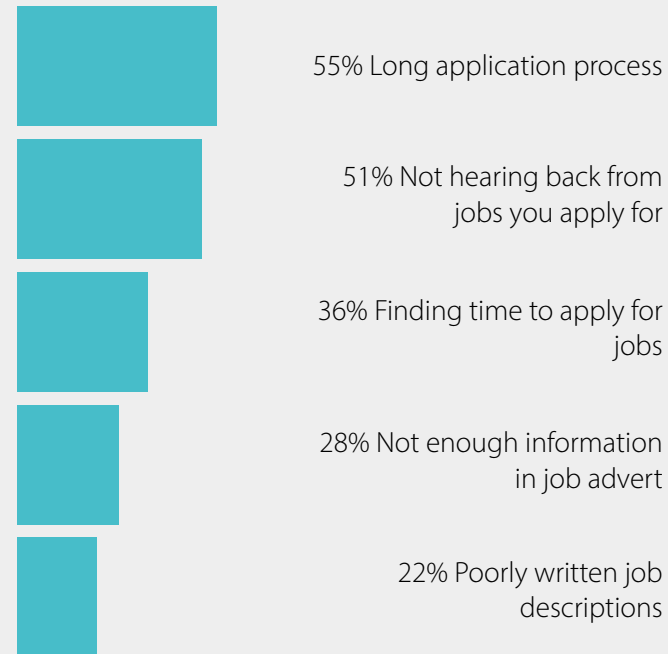
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KEY FINDINGS

- The majority of jobseekers prefer adverts that contain all the relevant details

Jobseeking preferences

WHAT FRUSTRATES YOU MOST ABOUT THE JOB SEEKING PROCESS? TOP 5 RESPONSES



DO YOU USE JOB EMAIL ALERTS WHEN SEARCHING ONLINE FOR A JOB?



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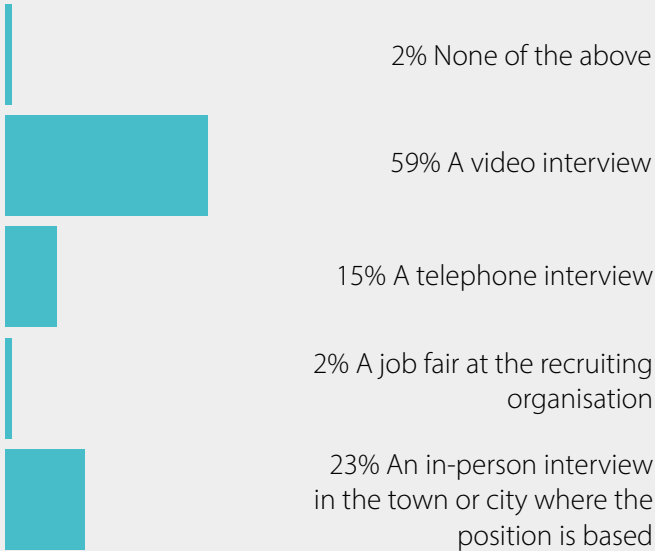
KEY FINDINGS

- Even though 77% of respondents use the jobs by email service, 42% also regularly search the site

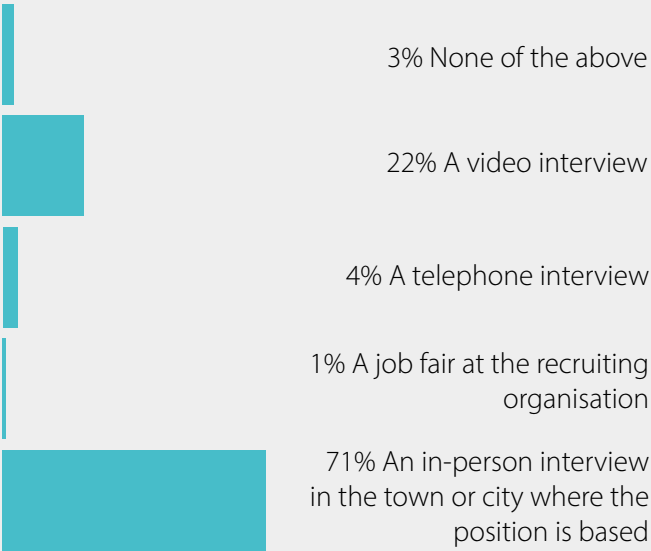
Job interview preferences

WHAT IS YOUR PREFERRED FORMAT FOR A TWO-STAGE INTERVIEW PROCESS FOR LOCAL JOBS

FIRST INTERVIEW



SECOND INTERVIEW

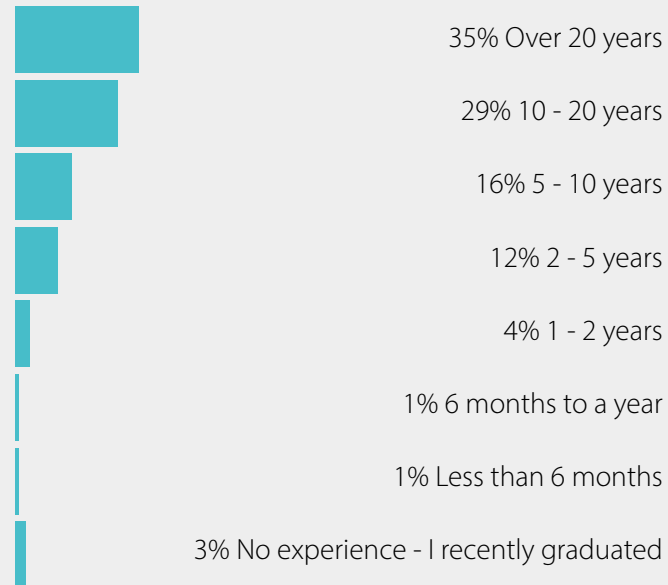


KEY FINDINGS

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

Level of experience

HOW MANY YEARS OF WORK EXPERIENCE DO YOU HAVE?



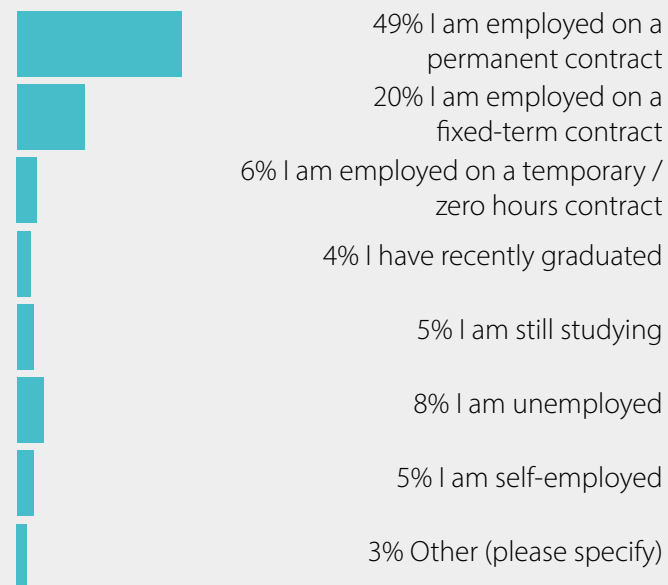
KEY FINDINGS

- There is a range of different work experience levels among those visiting jobs.ac.uk
- Over a third of candidates have more than 20 years' work experience and 1 in 3 have more than 10 years' experience
- At the other end of the spectrum, 1% have less than 6 months' work experience
- Our candidates come from a variety of backgrounds, with many having experience within multiple sectors

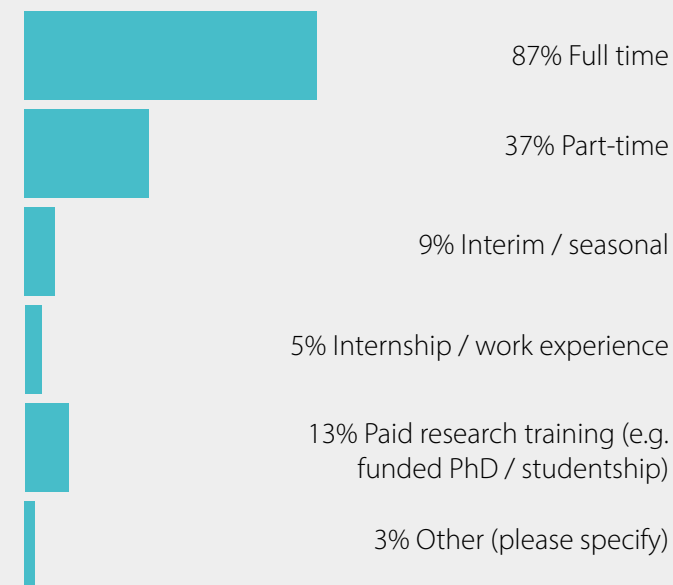
jobs.ac.uk reaches a diverse audience in terms of work experience and career level, meaning we can help you to target candidates for a range of different roles and levels across your institute.

Jobseeker information

WHICH STATEMENT BEST DESCRIBES YOUR CURRENT EMPLOYMENT STATUS?

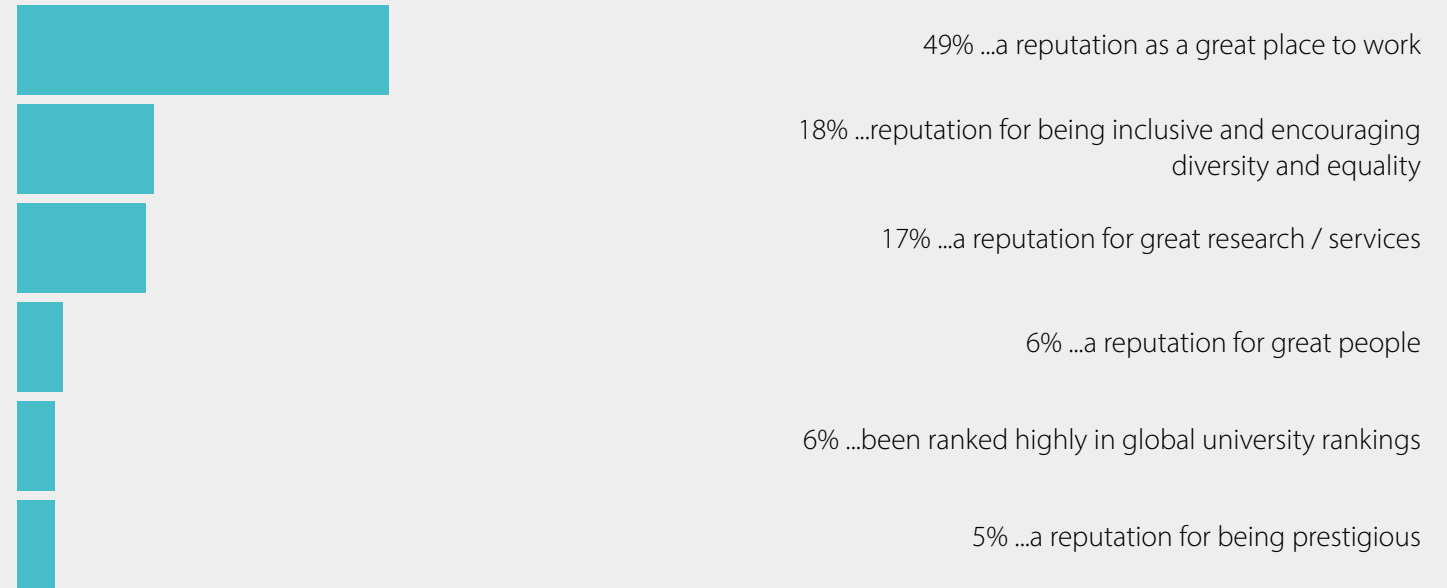


WHAT TYPE(S) OF JOB ARE YOU LOOKING FOR / WOULD YOU BE LOOKING FOR?



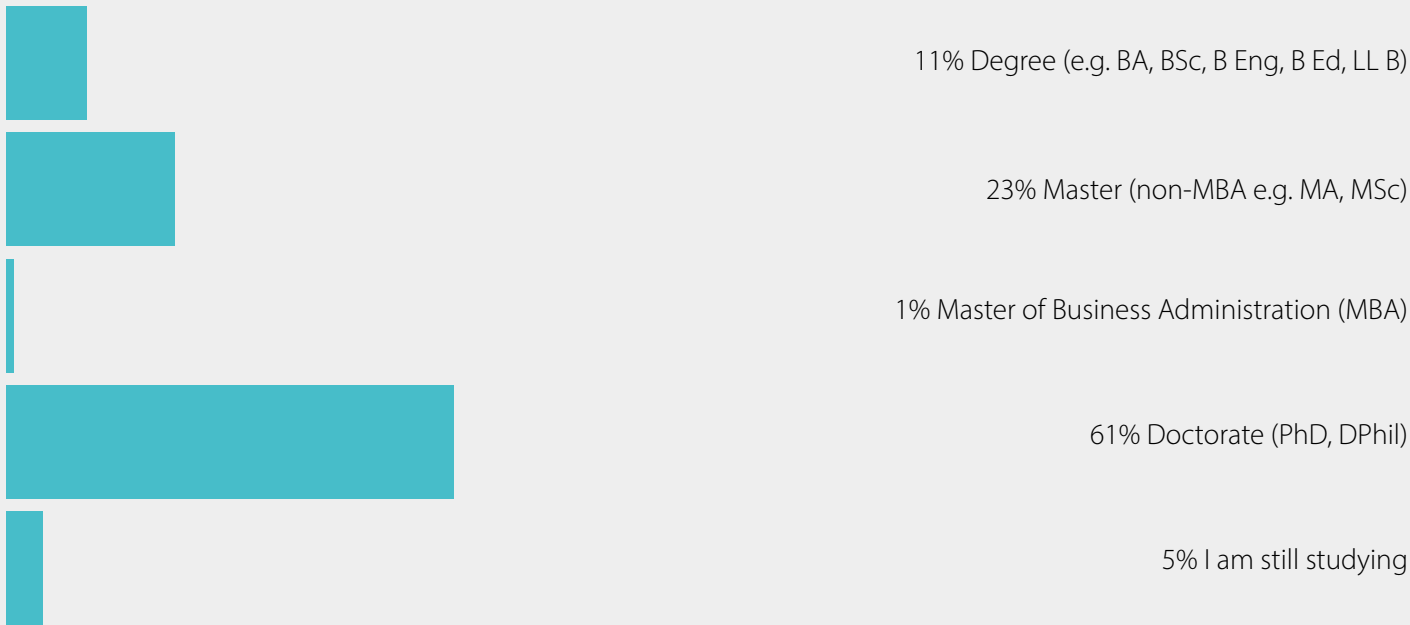
Employment preferences

WHICH OF THE FOLLOWING IS THE MOST IMPORTANT IF YOU WERE TO CONSIDER A NEW JOB?
THE EMPLOYER HAS....



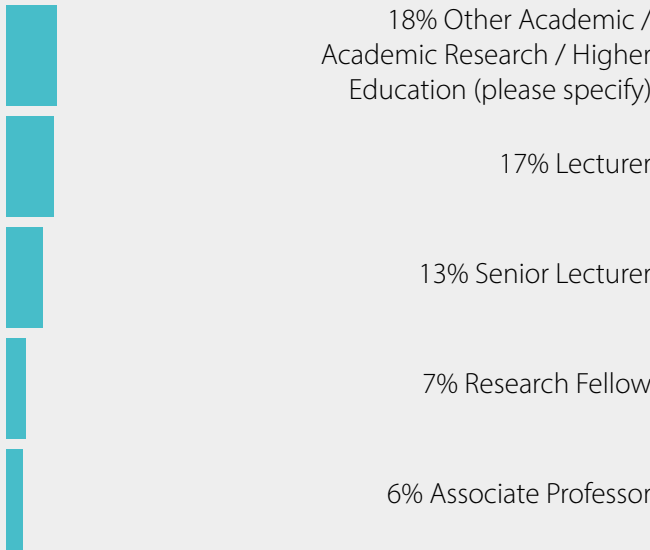
Education insights

WHAT IS YOUR HIGHEST LEVEL OF QUALIFICATION? PLEASE SELECT ONE



Academic insights

WHICH OF THE FOLLOWING CATEGORIES
BEST FITS YOUR CURRENT OR MOST RECENT
ROLE?



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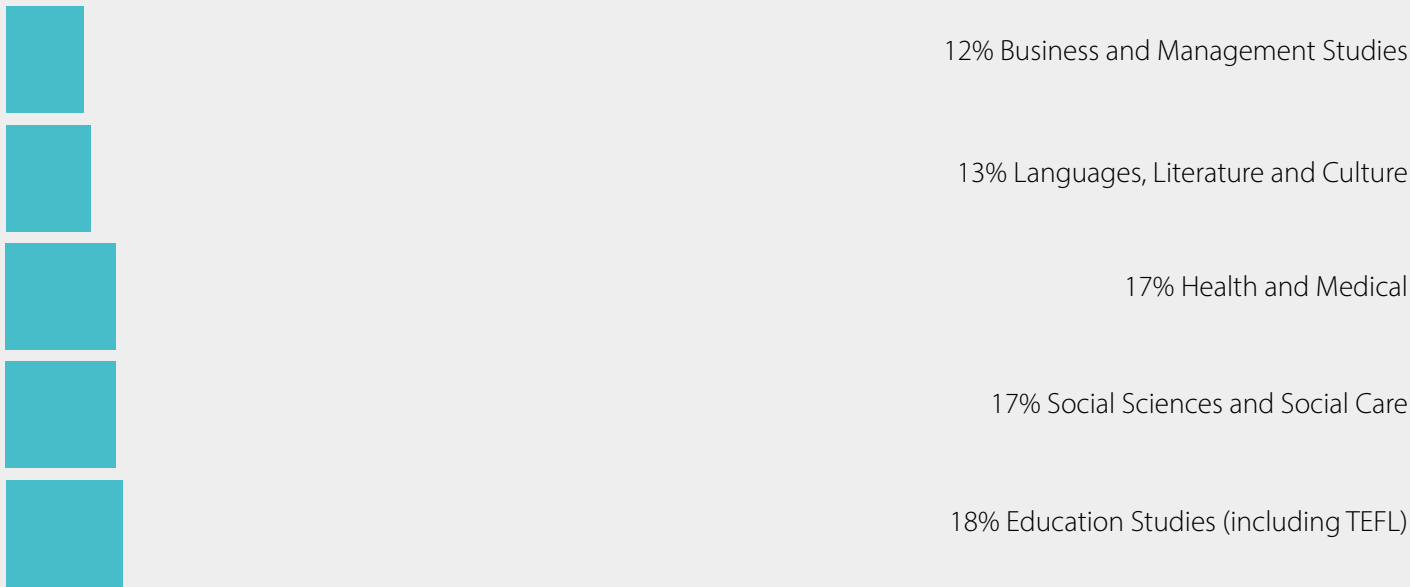
WHICH OF THE FOLLOWING BEST
DESCRIBES YOUR PREVIOUS OR CURRENT
MAIN DISCIPLINE



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Academic insights

WHICH OF THE FOLLOWING DISCIPLINES ARE YOU LOOKING FOR JOBS IN? PLEASE SELECT ALL THAT APPLY



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International mobility

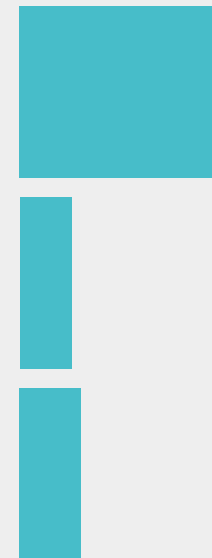
HAVE YOU WORKED IN A COUNTRY OUTSIDE OF YOUR HOME COUNTRY?



54% Yes

46% No

WOULD YOU CONSIDER AN ACADEMIC POSITION OUTSIDE OF YOUR HOME COUNTRY IN THE FUTURE?



64% Yes

16% No

19% Maybe

KEY FINDINGS

- 64% of academic jobseekers would consider relocating to another country for the right position

International mobility

WHAT MADE YOU DECIDE TO WORK ABROAD?



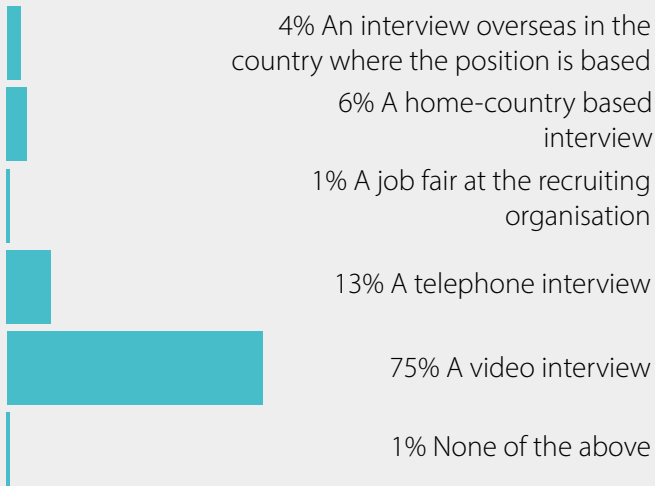
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KEY FINDINGS

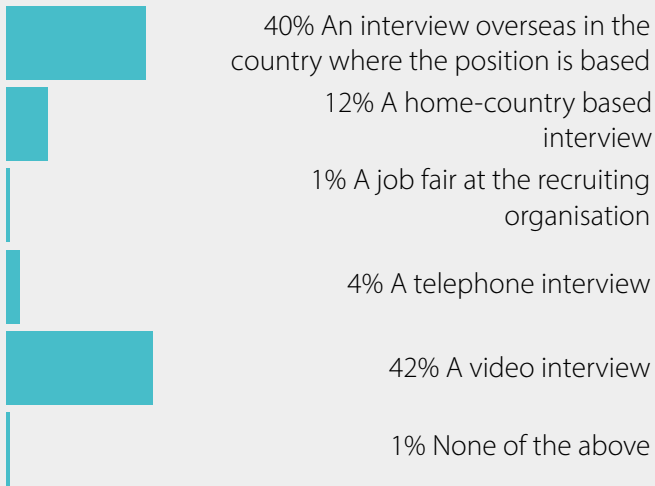
- 30% of academics decided to work abroad to enhance their career

WHAT IS YOUR PREFERRED TWO-STAGE INTERVIEW PROCESS FOR A JOB OPPORTUNITY OVERSEAS

FIRST INTERVIEW

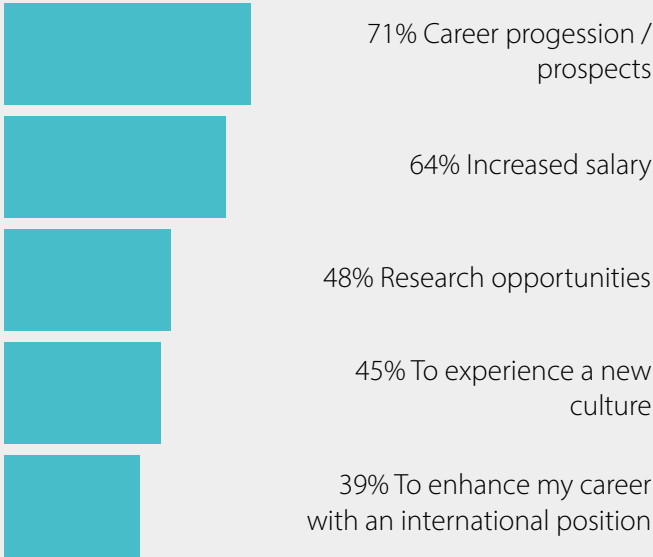


SECOND INTERVIEW



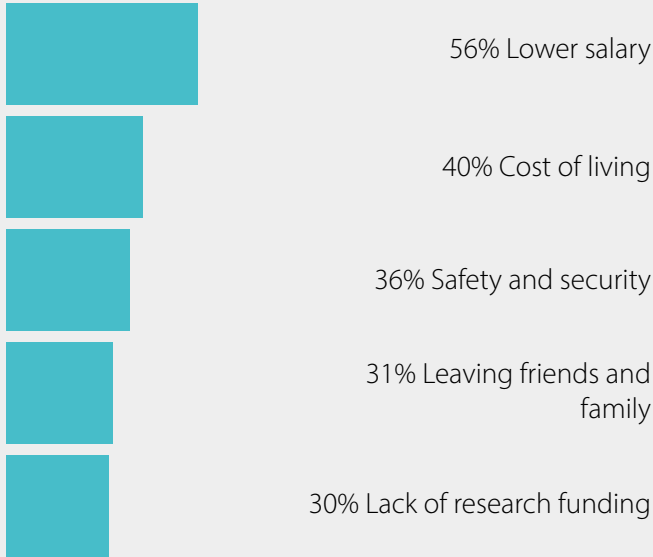
International
mobility

TOP 5 FACTORS THAT WOULD ATTRACT
JOBSEEKERS TO ACCEPT AN ACADEMIC
POSITION OVERSEAS



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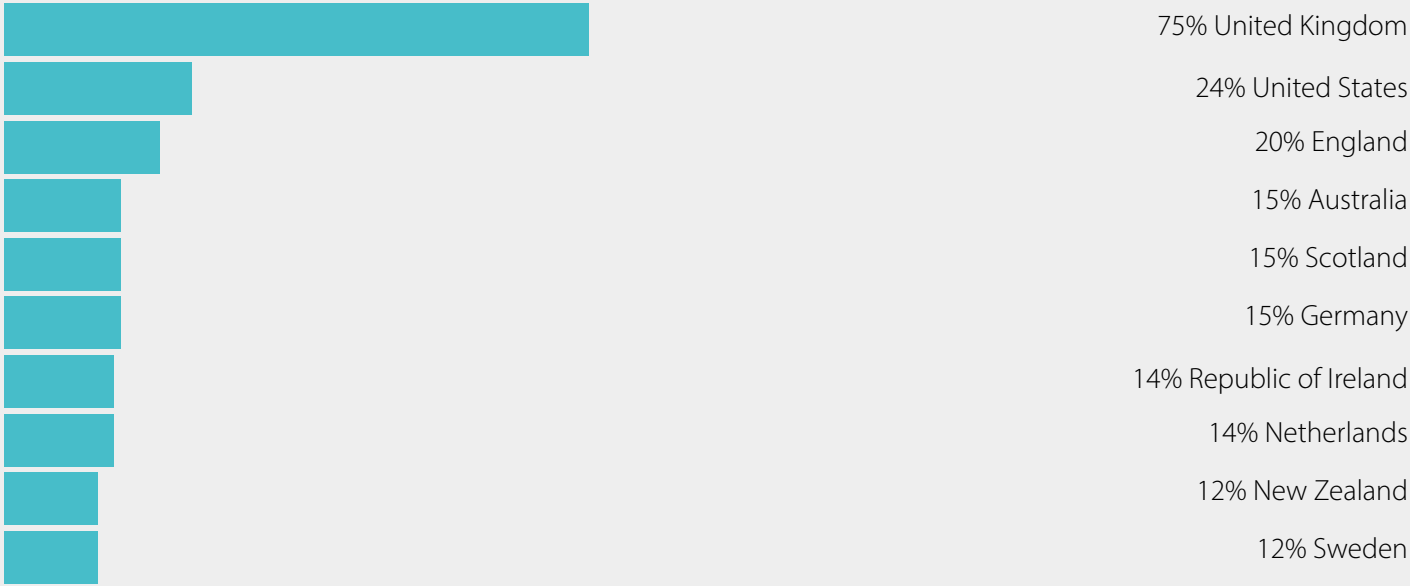
TOP 5 FACTORS THAT WOULD PREVENT
JOBSEEKERS ACCEPTING AN ACADEMIC
POSITION OVERSEAS



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International
mobility

IN WHICH COUNTRY ARE YOU LOOKING FOR A JOB? PLEASE SELECT ALL THAT APPLY - TOP 10 RESULTS

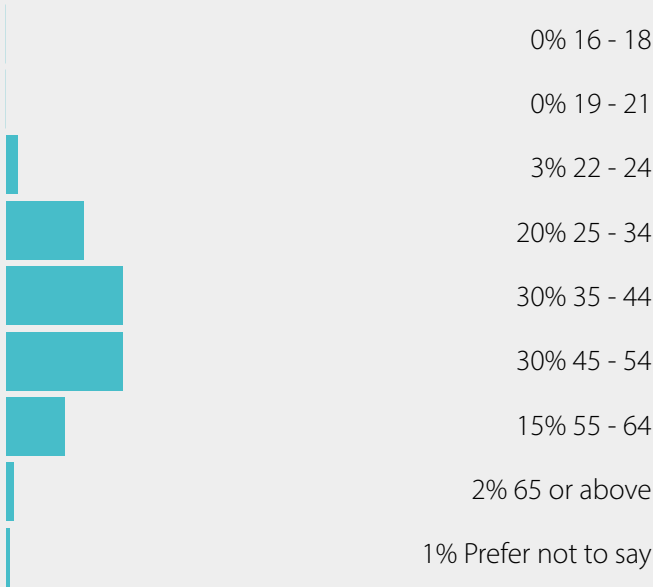


Jobseeker demographics

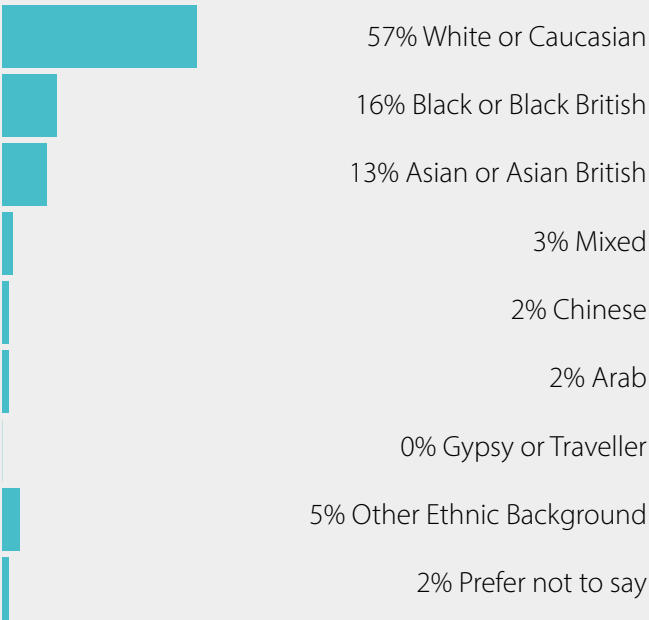
- The majority of respondents are between the ages of 35 and 54
- 11% consider themselves disabled
- 10% identify as LGBTQ+

Age groups and ethic backgrounds

WHICH OF THESE AGE GROUPS DO YOU FIT INTO? PLEASE SELECT ONE



WHAT IS YOUR ETHNIC BACKGROUND?

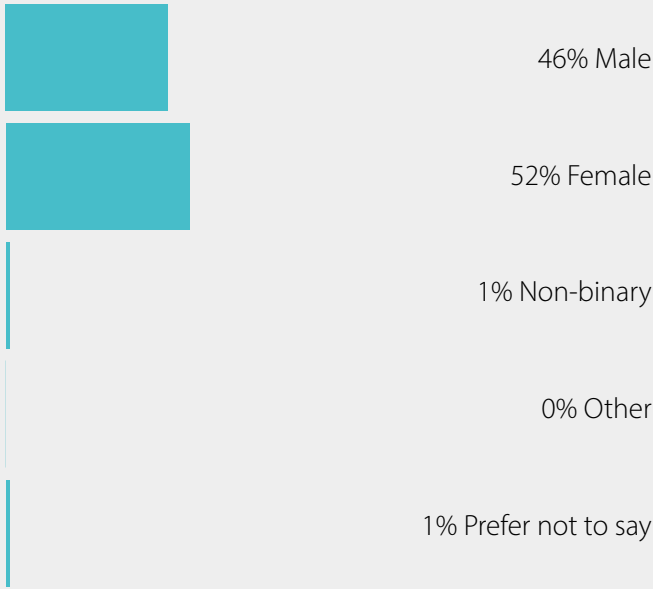


KEY FINDINGS

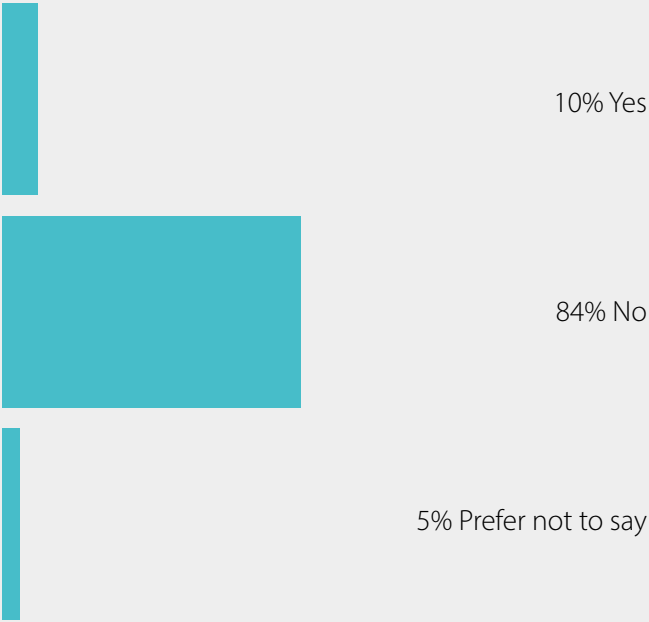
- jobs.ac.uk visitors are diverse in age, ethnic background and gender
- 95% of respondents are between the ages of 25 and 64
- 57% are Caucasian, 16% are Black, and 13% are Asian

Gender and sexual orientation

WHAT IS YOUR GENDER? PLEASE SELECT ONE



DO YOU IDENTIFY AS LGBTQUA+?



KEY FINDINGS

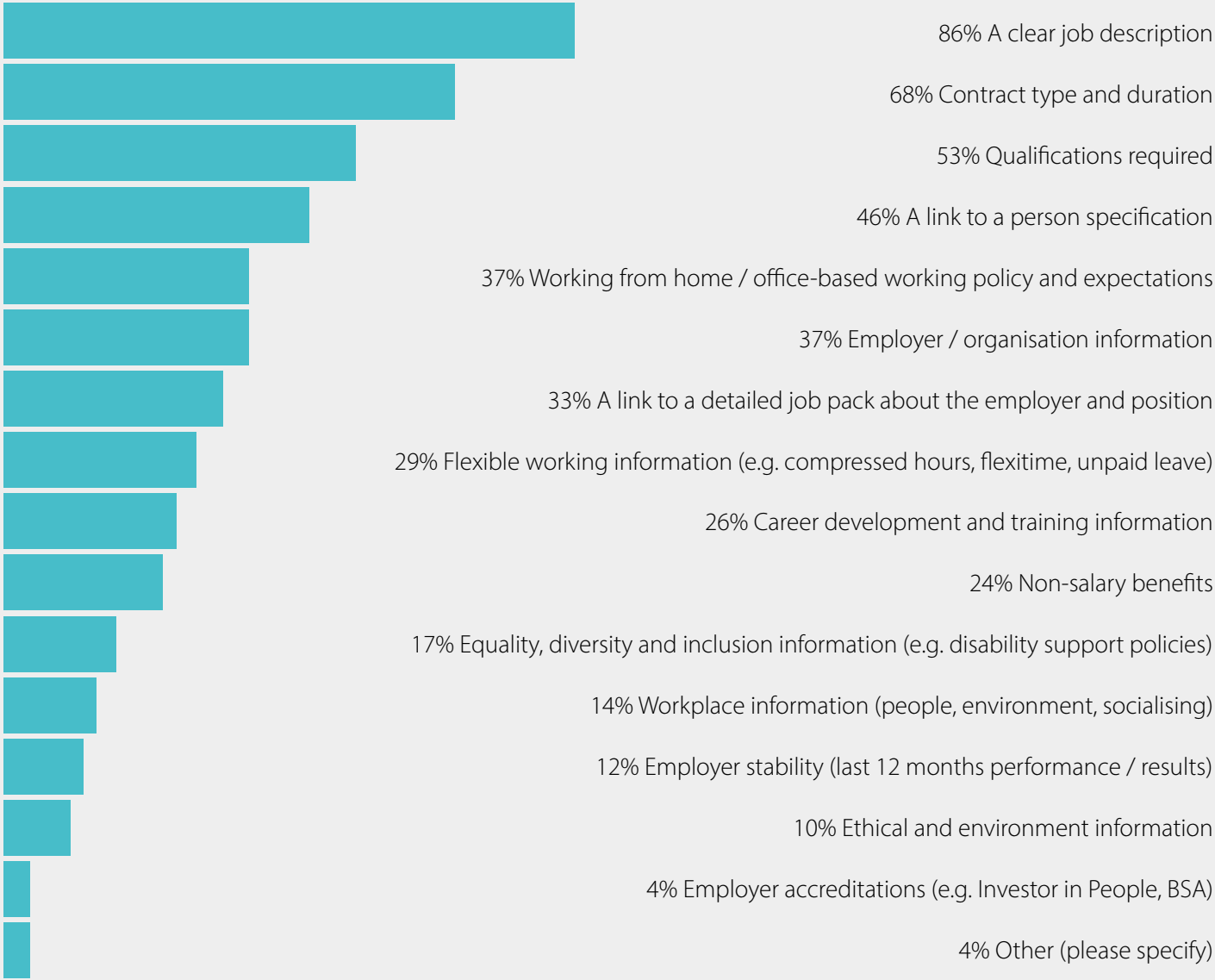
- Female jobseekers make up 52% of our audience, and 1 in 10 jobseekers identify as LGBTQ+.

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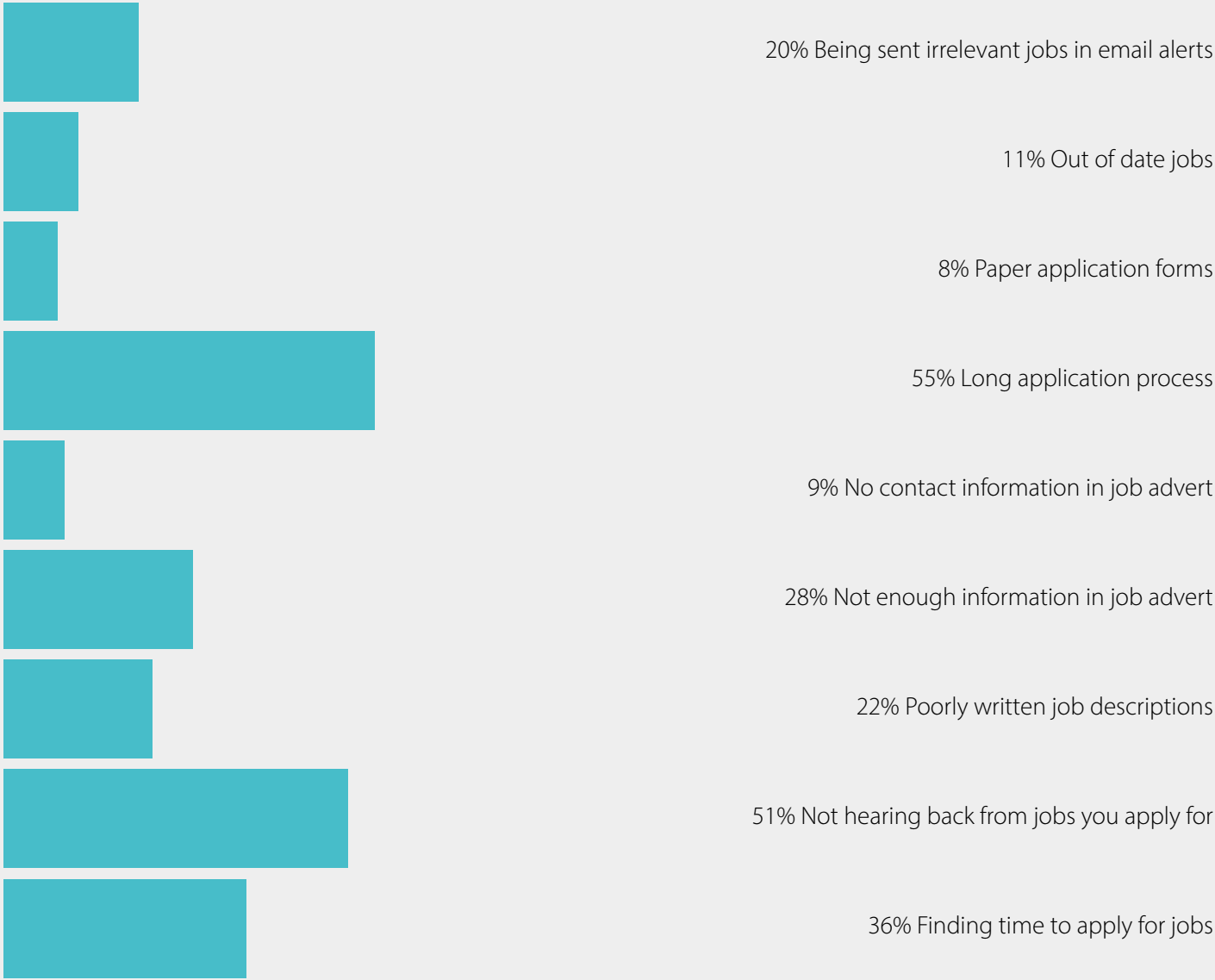
Appendix

APART FROM THE TITLE,
SALARY AND LOCATION,
WHAT ARE THE FIVE MOST
IMPORTANT THINGS IN
A JOB ADVERT? PLEASE
SELECT FIVE ANSWERS



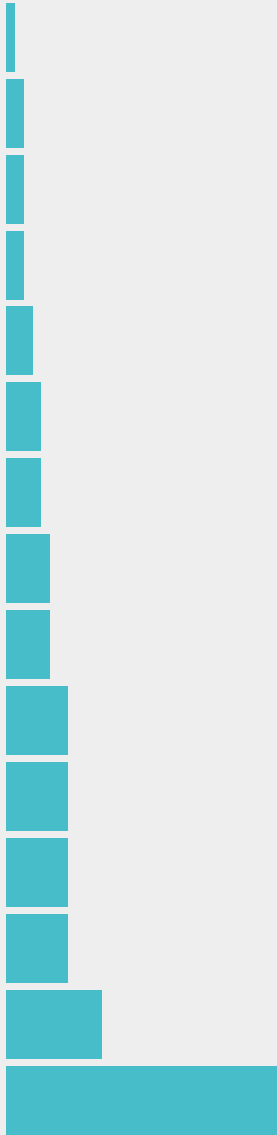
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WHAT FRUSTRATES
YOU MOST ABOUT
THE JOB SEEKING
PROCESS? PLEASE SELECT
UP TO THREE ANSWERS



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**WHY YOU ARE LOOKING
FOR A NEW JOB / WHAT
MIGHT MAKE YOU WANT
TO CHANGE JOBS? PLEASE
SELECT ONE**



- 1% I am looking for work experience
- 2% Increased job security
- 2% I have recently been made redundant
- 2% I want to work from home permanently
- 3% More challenging work
- 4% Other (please specify)
- 4% Change in role
- 5% Better compensation and benefits
- 5% Better quality / more innovative employer
- 7% Change in location / better commute
- 7% My contract is ending / funding has been withdrawn
- 7% Improved work / life balance
- 7% To secure a longer-term or permanent contract
- 11% I have recently graduated and I'm looking for a job in my preferred sector / discipline
- 31% Career progression / prospects

WHICH OF THESE BEST
DESCRIBES YOUR
PREVIOUS OR CURRENT
MAIN DISCIPLINE? PLEASE
SELECT ONE



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- 10% Education Studies (including TEFL)
- 9% Other (please specify)
- 9% Health and Medical
- 8% Business and Management Studies
- 7% Social Sciences and Social Care
- 6% Creative Arts and Design
- 6% Languages, Literature and Culture
- 6% Engineering and Technology
- 5% Historical and Philosophical Studies
- 5% Psychology
- 4% Biological Studies
- 4% Politics and Government
- 3% Physical and Environmental Sciences
- 3% Media and Communications
- 3% Computer Science
- 2% Law
- 2% Architechure, Building and Planning
- 2% Economics
- 2% Agriculture, Food and Vetinary
- 2% Information Management and Librarianship
- 2% Mathematics and Statistics
- 1% Sport and Leisure

WHICH OF THE
FOLLOWING DISCIPLINES
ARE YOU LOOKING FOR
JOBS IN? PLEASE SELECT
ALL THAT APPLY



- 18% Education Studies (including TEFL)
- 17% Social Sciences and Social Care
- 17% Health and Medical
- 13% Languages, Literature and Culture
- 12% Business and Management Studies
- 12% Other (please specify)
- 11% Creative Arts and Design
- 10% Historical and Philosophical Studies
- 10% Engineering and Technology
- 9% Biological Studies
- 9% Psychology
- 8% Politics and Government
- 7% Media and Communications
- 7% Physical and Environmental Sciences
- 6% Computer Science
- 5% Agriculture, Food and Veterinary
- 4% Law
- 4% Economics
- 4% Mathematics and Statistics
- 4% Information Management and Librarianship
- 3% Architecture, Building and Planning
- 3% Sport and Leisure

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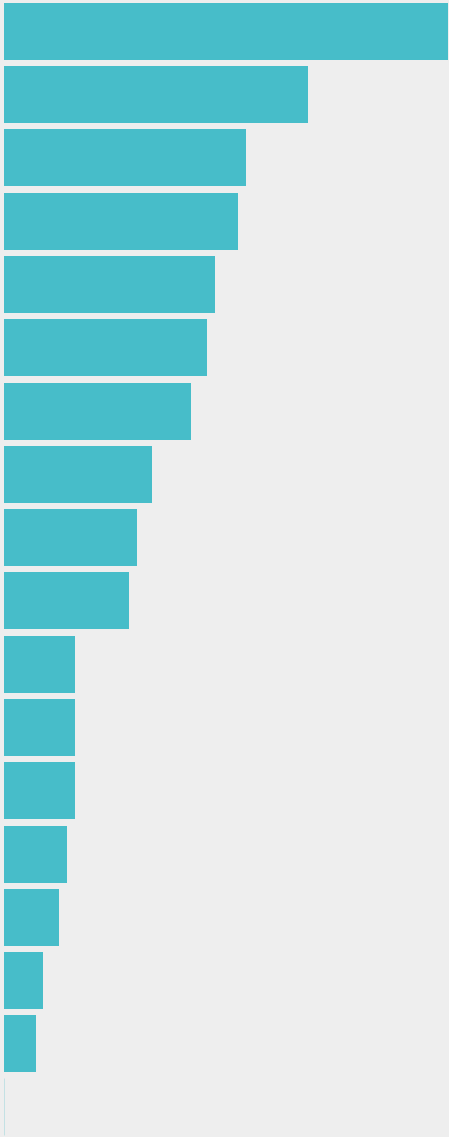
WHICH OF THE
FOLLOWING CATEGORIES
BEST FITS YOUR CURRENT
OR MOST RECENT
ROLE? PLEASE SELECT
ONE



- 18% Other Academic / Academic Research / Higher Education (please specify)
- 17% Lecturer
- 13% Senior Lecturer
- 7% Research Fellow
- 6% Associate Professor
- 5% Research Associate
- 5% PhD
- 4% Professor
- 4% Tutor
- 4% Research Assistant
- 3% Head of Department
- 3% Teaching Fellow
- 2% EFL / ESOL / ESP / ESAP / EAP Teacher
- 2% Research Scientist
- 2% Reader
- 2% Senior Research Scientist
- 2% Senior Research Fellow
- 1% Dean
- 0% Chair
- 0% Pro Vice Chancellor
- 0% Vice Chancellor

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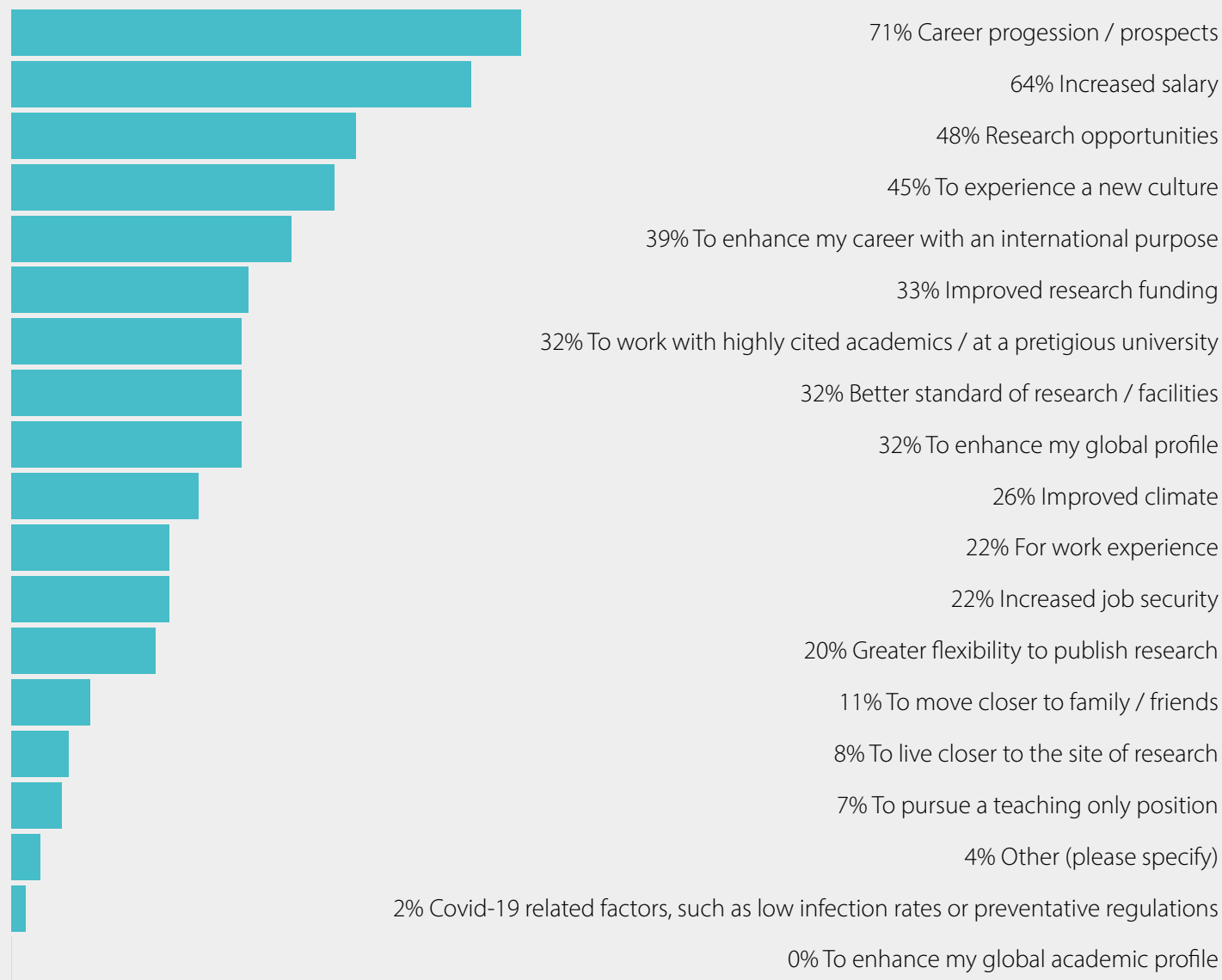
WHAT MADE YOU DECIDE
TO WORK ABROAD?
PLEASE SELECT ALL THAT
APPLY



- 57% Career progression / prospects
- 39% To experience a new culture
- 31% Research opportunities
- 30% To enhance my career with an international position
- 27% Increased salary
- 26% To enhance my global profile
- 24% For work experience
- 19% To work with highly cited academics / at prestigious university
- 17% Better standard of research facilities
- 16% Improved research funding
- 9% Improved climate
- 9% Greater flexibility to publish research
- 9% To move closer to family / friend
- 8% Other (please specify)
- 7% Increased job security
- 5% To live closer to site of research
- 4% To pursue a teaching only position
- 0% To enhance my global academic profile

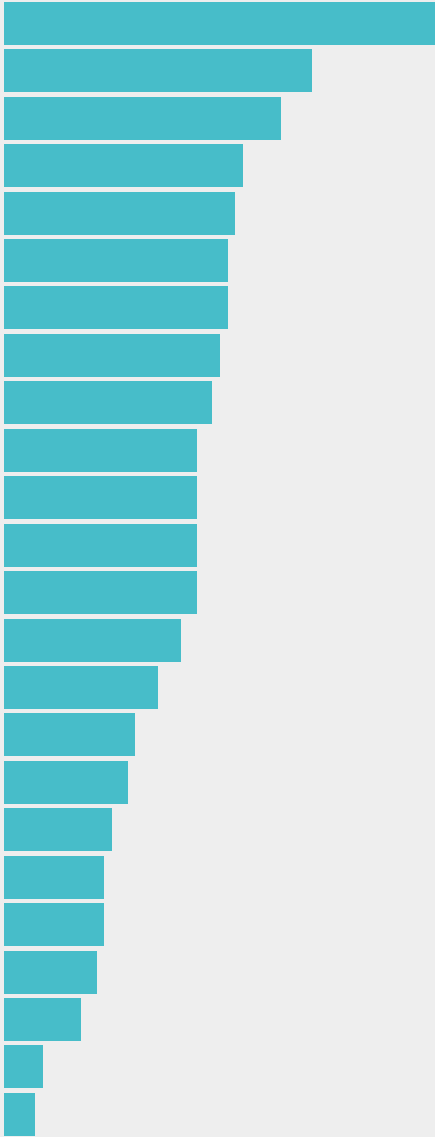
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WHAT FACTORS WOULD ATTRACT YOU TO ACCEPT AN ACADEMIC POSITION OVERSEAS? PLEASE SELECT ALL THAT APPLY



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WHAT FACTORS WOULD PREVENT YOU FROM ACCEPTING AN ACADEMIC POSITION OVERSEAS? PLEASE SELECT ALL THAT APPLY



- 56% Lower salary
- 40% Cost of living
- 36% Safety and security
- 31% Leaving friends and family
- 30% Lack of research funding
- 29% Lack of support for research
- 29% Partner's job prospects
- 28% Job stability / longevity
- 27% Disruption to the family
- 25% Limited career progression
- 25% Language
- 25% Limitations / opposition to research
- 25% Ageing parents
- 23% Political
- 20% Lack of research equipment / facilities
- 17% Isolation from leading academics
- 16% Lower academic standard of students
- 14% Pension
- 13% Lifestyle / culture
- 13% Climate
- 12% Freedom to practice religion
- 10% Freedom to be open about sexuality
- 5% Covid-19 related concerns
- 4% Other (please specify)

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