

Jobseeker Insights 2024 Academic



WARWICK THE UNIVERSITY OF WARWICK

Executive summary

jobs.ac.uk attracts a diverse, experienced and well-educated audience across all disciplines. 96% of over 3,500 survey respondents have a Degree, Master's or Doctorate and half have more than 10 years' experience.

Over 90% of our academic jobseekers are looking for full-time work on a permanent or fixed-term contract.

The main reason to find a new job is career progression and 79% would consider a job or research opportunity outside of their home country in the future, compared to 49% in 2023 showing our audience is highly mobile.

Academic jobseekers are preffing to work from an office or campus location (75%), which is a 6% increase from 2023.

SEE HOW WE CAN HELP?

For academic jobseekers, a clear job description, qualifications required and contract type remain the top 3 most important parts of an advert. There has also been an 8% increase in academic jobseekers wanting information on employer /organisation, and career and development in an advert.

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

100% OF RESPONDENTS WOULD RECOMMEND JOBS.AC.UK TO A COLLEAGUE.



Jobseeker Insights Academic



General **TOP 5 REASONS WHY RESPONDENTS ARE** insights **SEEKING A NEW JOB** 30% Career progession / prospects 15% I have recently graduated and I'm looking for a job in my preferred sector /discipline 9% My contract is ending / funding has been withdrawn 8% To secure a longer-term or permanent contract 6% Better quality /more innovative employer

FULL REPORT HERE

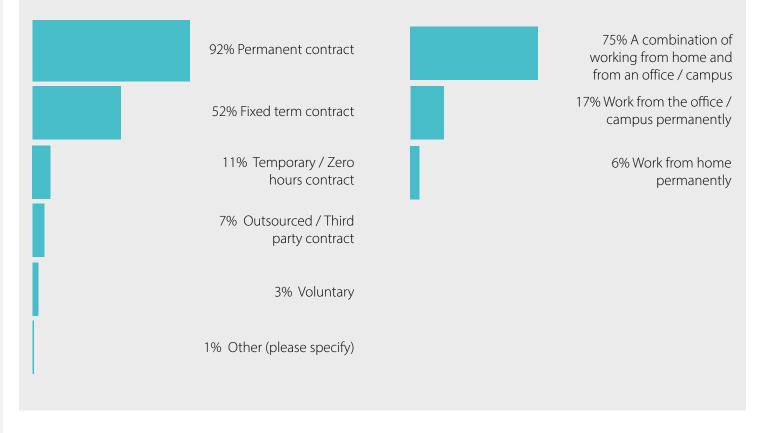
KEY FINDINGS

- 60% of respondents are actively searching and applying for academic /academic research job opportunities
- 96% are educated to a minimum of degree level, with 90% 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
- 14% of respondents are looking for paid research opportunities
- 4 in 5 respondents are currently employed or still studying

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

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

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



I PREFER A JOB ADVERT THAT... PLEASE SELECT ALL THAT APPLY

71% Contains all the job details, including job description and person specification

46% Has a short description with a detailed description attached

36% Contains information about the employer as well as the role

8% Is only advertising for one vacancy

FULL REPORT HERE

Advertising preferences

The majority of jobseekers prefer adverts that contain a clear job description with the relevant details, including the job description and person specification

Jobseeking Preferences



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

57% Not hearing back from jobs you apply for

56% Long application process

32% Finding time to apply for jobs

25% Not enough information in job advert

21% Being sent irrelevant jobs in email alerts

18% Poorly written job descriptions

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

45% I sign up for job email alerts but still search on a job board 42% I sign up for job email alerts and only view jobs that appear in my job alert emails

> 13% I do not sign up for job email alerts

FULL REPORT HERE

KEY FINDINGS

• Even though 87% of respondents use the jobs by email service, 45% also regularly search the site

Job interview preferences

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

62% A video interview3% A video interview14% A telephone interview1% A telephone interview13% A job fair at the recruiting
organisation20% A job fair at the recruiting
organisation23% An in-person interview
in the town or city where the
position is based58% An in-person interview
position is based

SECOND INTERVIEW

KEY FINDINGS

FIRST INTERVIEW

• The majority of respondents would prefer a mix of video interviews and in-person interviews for local jobs

Level of 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.

HOW MANY YEARS OF WORK EXPERIENCE DO YOU HAVE? PLEASE SELECT ONE



KEY FINDINGS

- There is a range of different work experience levels among those visiting jobs.ac.uk
- 28% 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, under 1% have less than 6 months' work experience or have recently graduated

Jobseeker information

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

90% Full-time
33% Part-time
14% Paid research training (e.g. funded PhD /studentship)
10% Interim /seasonal
6% Internship /work experience
3% Other (please specify)

WHICH STATEMENT BEST DESCRIBES YOUR CURRENT EMPLOYMENT STATUS? PLEASE SELECT ONE ANSWER

38% I am employed on a permanent contract 23% I am employed on a fixed-term contract

13% I am unemployed

7% I am employed on a temporary / zero hours contract

6% I have recently graduated

6% I am still studying

5% I am self-employed

3% Other (please specify)

Employment preferences

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

38% a reputation as a great place to work

19% a reputation for great research/ services

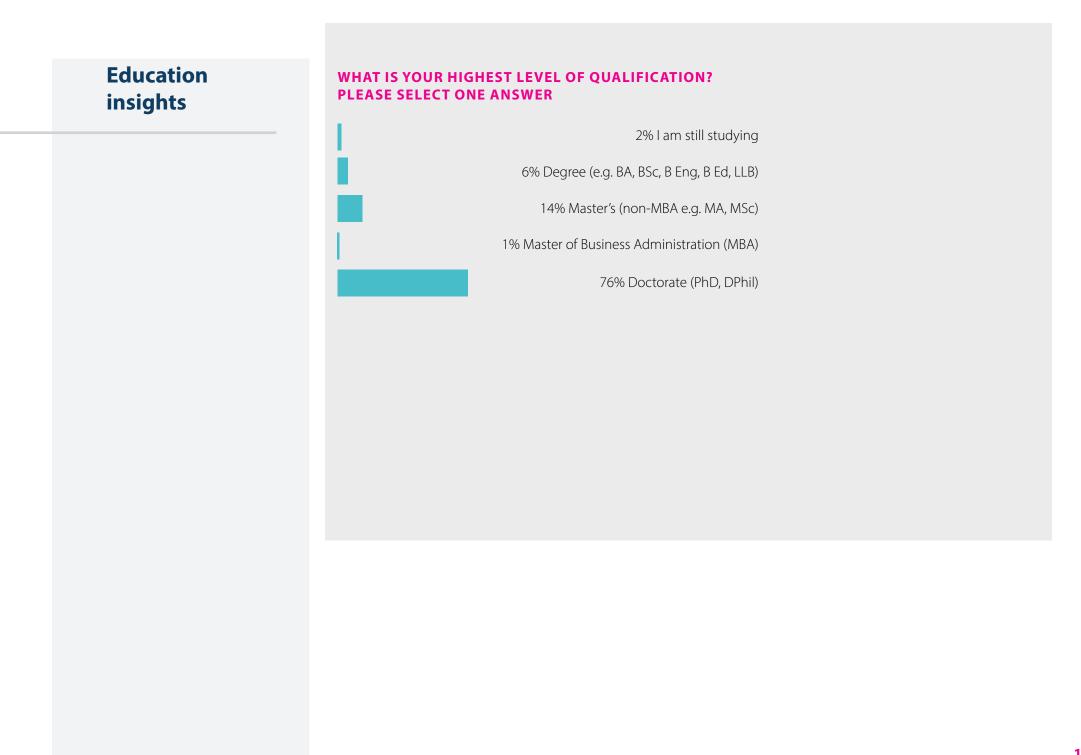
17% a reputation for being inclusive and encouraging diversity and equality

11% a reputation for great income and benefits

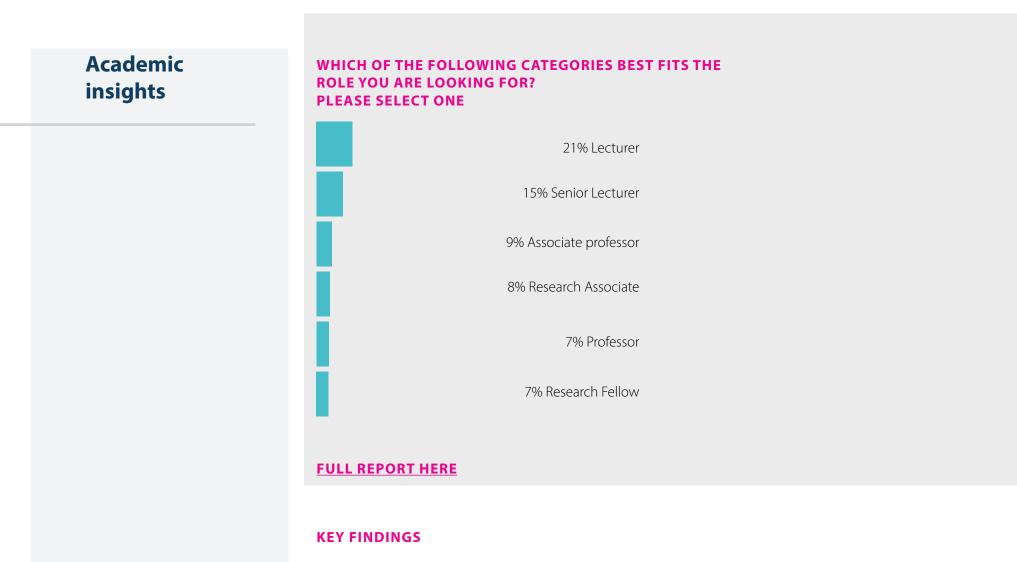
6% a reputation for great people

5% been ranked highly in global university rankings

4% a reputation for being prestigious







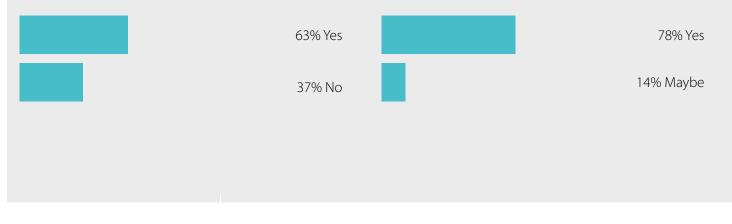
• Among the academic jobseekers, over 55% are Lecturers or more senior



International Mobility

HAVE YOU WORKED IN A COUNTRY OUTSIDE OF YOUR HOME COUNTRY? PLEASE SELECT ONE

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



KEY FINDINGS

- 78% of academic jobseekers would consider relocating to another country for the right position
- a 29% increase from 2023

International mobility

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

66% Career progression / prospects

45% To experience a new culture

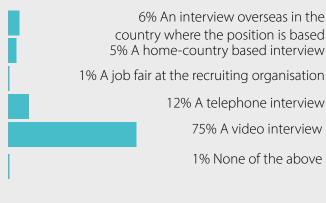
43% Research opportunities

42% To enhance my career with an international position

39% To enhance my global profile

WHAT IS YOUR PREFERRED TWO-STAGE INTERVIEW PROCESS FOR AN ACADEMIC POSITION OVERSEAS? PLEASE SELECT ONE PER ROW

FIRST INTERVIEW



SECOND INTERVIEW



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International mobility

TOP 5 FACTORS THAT WOULD ATTRACT JOBSEEKERS TO ACCEPT A POSITION OVERSEAS



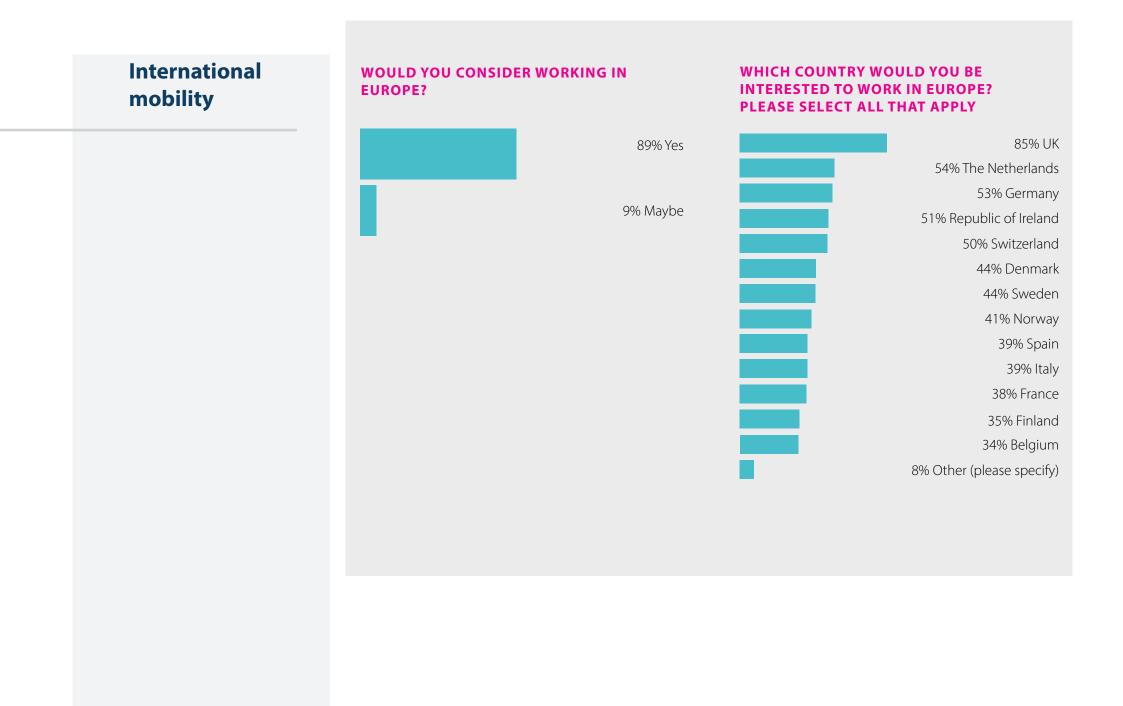
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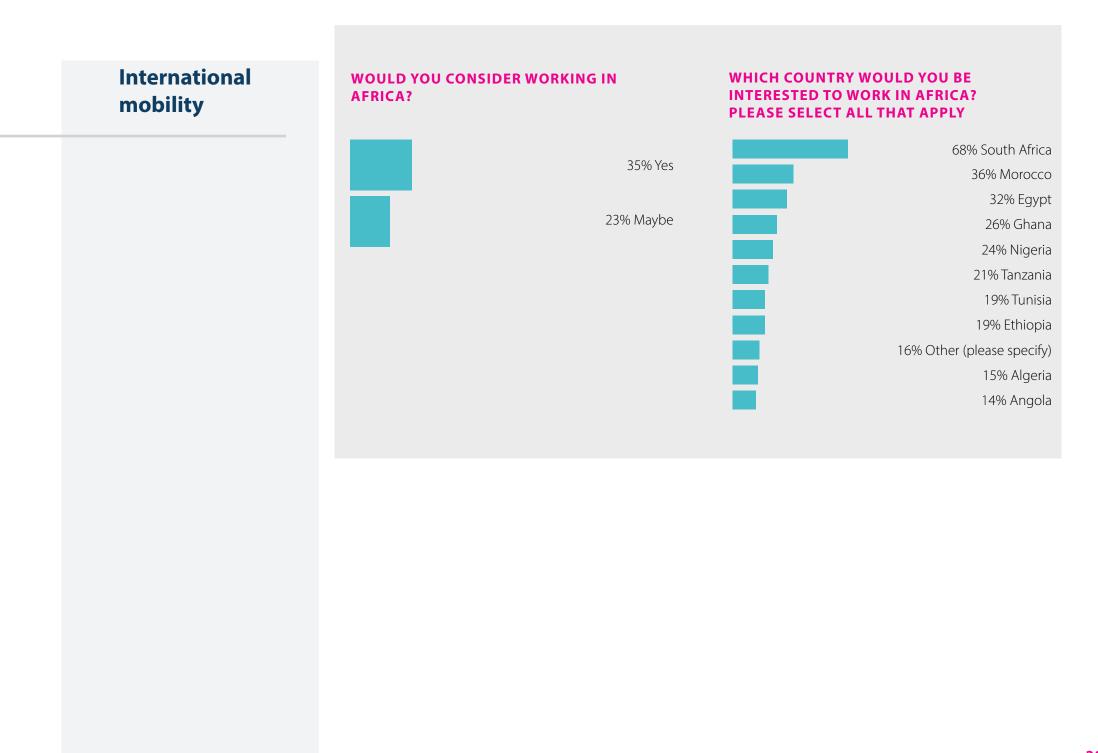
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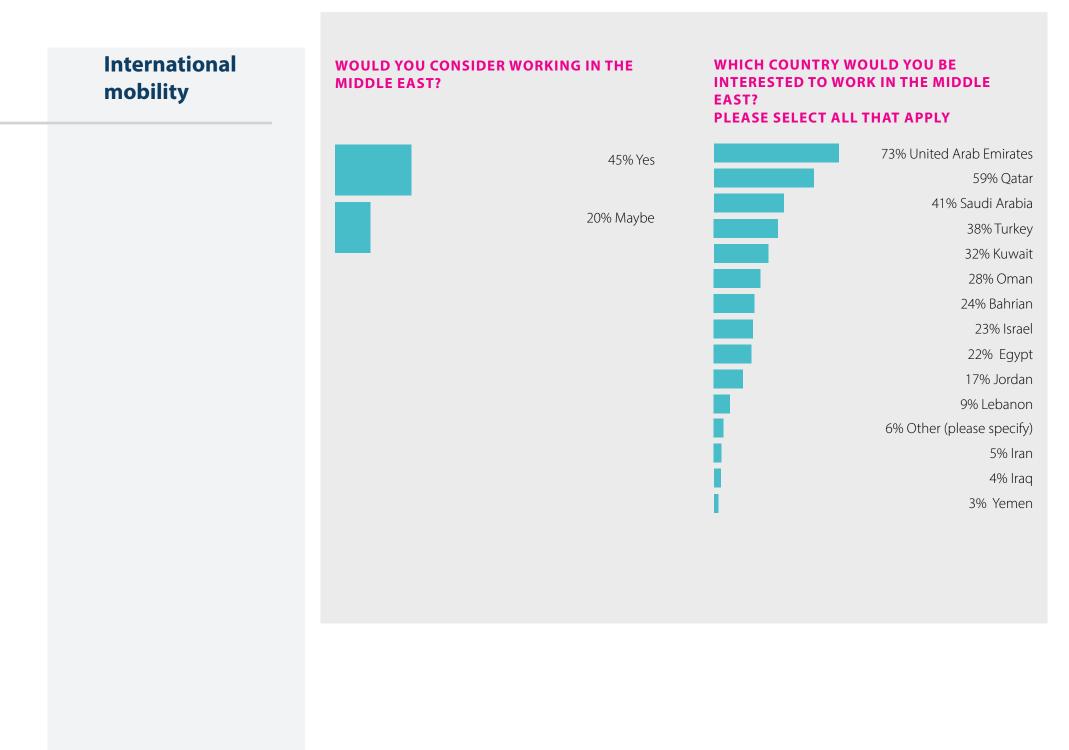
TOP 5 FACTORS THAT WOULD PREVENT

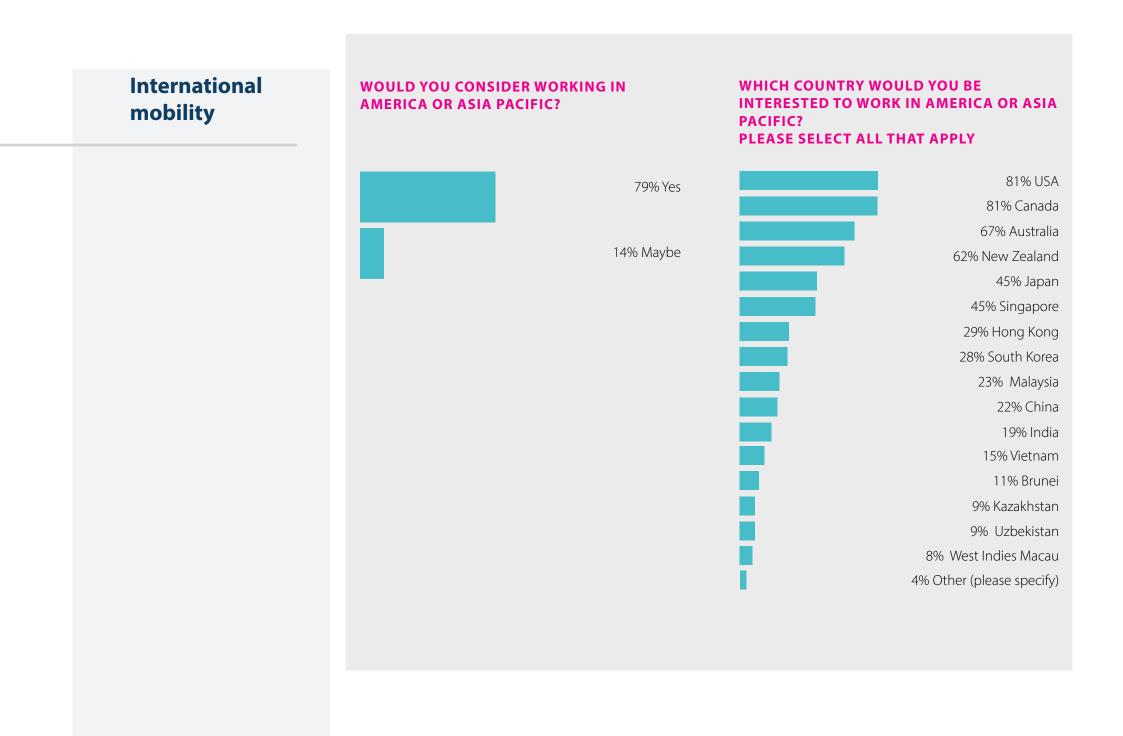
JOBSEEKERS ACCEPTING A POSITION

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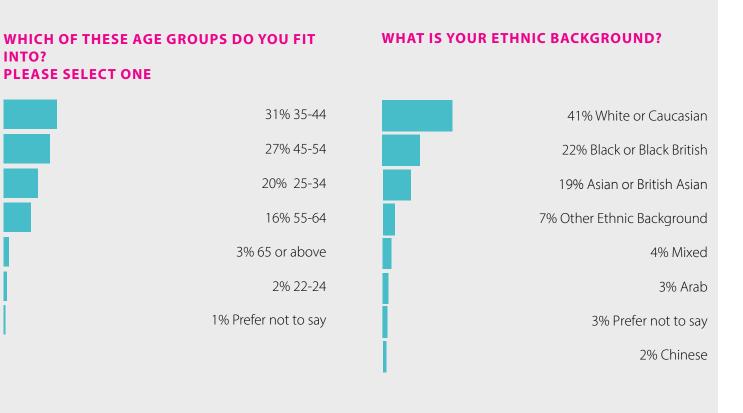






Jobseeker demographics

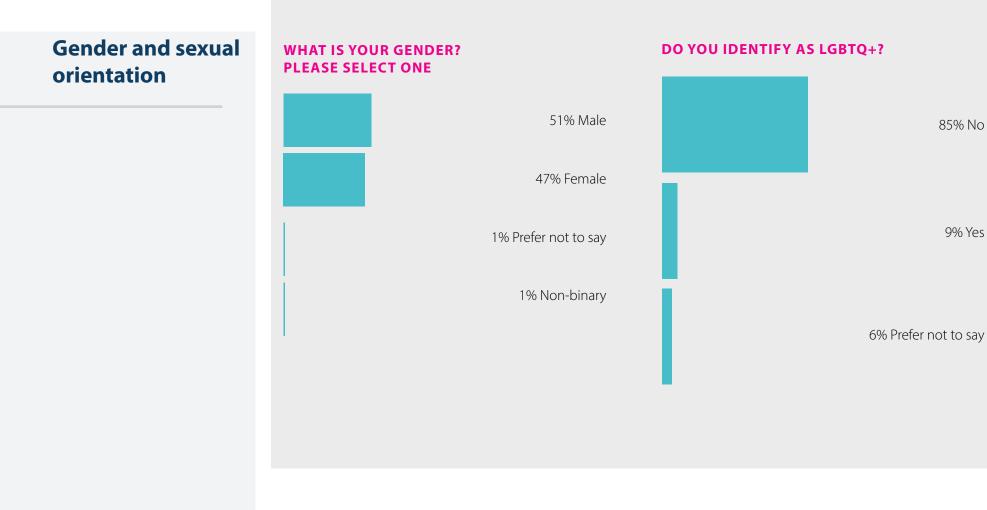
- The majority of respondents are between the ages of 25 and 54
- 11% consider themselves disabled
- 10% identify as LGBTQ+



Age groups and ethnic backgrounds

KEY FINDINGS

- jobs.ac.uk visitors are diverse in age, ethnic background and gender
- 98% of respondents are between the ages of 25 and 64
- 41% are Caucasian, 21% are Black, and 19% are Asian



KEY FINDINGS

• 1 in 10 jobseekers identify as LGBTQ+



84% A clear job description 63% Contract type and duration 59% Qualifications required 45% Employer /organisation information 37% A link to a person specification 35% Career development and training 31% A link to a detailed job pack about the employer and 27% Working from home / office based 27% Career development and training information 26% Non-salary benefits 25% Flexible working information 22% Non-salary benefits 19% Workplace information 19% Equality, diversity and inclusion 19% Employer stability (last 12 months) 11% Ethical and environmental information 4% Employer accreditations (e.g. Investors in People, BSA) 3% Other (please specify)

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

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



57% Not hearing back from jobs you apply for

56% Long application process

32% Finding time to apply for jobs

25% Not enough information in job advert

21% Being sent irrelevant jobs in email alerts

18% Poorly written job descriptions

13% Out of date jobs

10% No contact information in job advert

7% Paper application forms

2% An advert that shows multiple vacancies

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

30% Career progession /prospects 15% I have recently graduated and I'm looking for a job in my preferred sector /discipline 9% My contract is ending / funding has been withdrawn 8% To secure a longer-term or permanent contract

6% Better quality / more innovative employer

6% Change in location /better commute

5% Better compensation and benefits

4% Improved work/life balance

3% Other (please specify)

3% I have recently been made redundant

3% Increased job security

3% Change in role

2% More challenging work

1% I am looking for work experience

1% I want to work from home permanently

15% Health and Medical 14% Social Sciences and Social Care 13% Biological Sciences 12% Business and Management Studies 12% Education Studies (including TEFL) 12% Languages, Literature and Culture 11% Engineering and Technology 9% Historical and Philosophical Studies 9% Physical and Environmental Sciences 8% Other (please specify) 7% Creative Arts and Design 7% Politics and Government 6% Agriculture, Food and Veterinary 6% Computer Sciences 5% Media Communications 5% Economics 5% Mathematics and Statistics 4% Law 3% Architecture, Building and Planning 1% Sport and Leisure 1% Information Management

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

WHICH OF THE FOLLOWING BEST DESCRIBES THE LEVEL OF ROLE THAT YOU ARE LOOKING FOR IN PROFESSIONAL SERVICES OR SKILLED TRADES? PLEASE SELECT ALL THAT APPLY

21% Lecturer

15% Senior Lecturer

9% Associate Professor

8% Research Associate

7% Professor

7% Research Fellow

6% Research Assistant

5% Research Scientist

5% Other Academic/Academic Research

3% Senior Research Fellow

3% Teaching Fellow

3% Senior Research Scientist

2% Reader

2% EFL/ESOL/ESP/ESAP/EAP Teacher

2% Tutor

1% Head of Department

66% Career progression /prospects	
45% To experience a new culture	
43% Research opportunities	
42% To enhance my career with an international position	
39% To enhance my global profile	
33% Increased salary	
30% Better standard of research facilities	
29% To work with highly cited academics / at a prestigious	
university 28% For work experience	
24% Improved research funding	
18% Greater flexibility to publish research	
13% Increased job security	
12% Improved climate	
9% To live closer to site of research	•
8% To move closer to family / friends	
6% To pursue a teaching only position	
4% Other (please specify)	

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

	700/ 6
	72% Career progression / prospects
	64% Increased salary
	55% Research opportunities
	49% To enhance my career with an international position
	43% To experience a new culture
	42% To enhance my global profile
	40% Better standard of research facilities
3	8% To work with highly cited academics /at a prestigious university
	38% Improver research funding
	28% Greater flexibility to publish research
	25% For work experience
	24% Increased job security
	19% Improved climate
	11% To live closer to site of research
	10% To move closer to family /friends
	8% To pursue a teaching only position
	3% Other (please specify)
I	1% Covid-19 related

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

56% Lower salary	
40% Cost of living	
38% Lack of support for research	
37% Safety and security	
36% Lack of research fundings	
32% Limited career progression	
29% Job stability / longevity	
28% Limitations /opposition to research	
25% Lack of research equipment /facilities	
23% Partner's job prospects	
22% Language	
21% Politics	
19% Disruption to the family	
19% Leaving friends and family	
18% Isolation from leading academics	
18% Ageing parents	
17% Lower academic standard of students	
12% Freedom to practise religion	
11% Lifestyle / culture	
10% Pension	
10% Climate	
7% Freedom to be open about sexuality	
4% Covid-19 related concern	 Image: A set of the set of the
3% Other (please specify)	

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



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