

jobs.ac.uk

Great jobs for bright people

Jobseeker Insights 2024

Professional / Managerial / Support Services

Executive summary

jobs.ac.uk attracts a diverse, experienced and well-educated audience across all disciplines. 78% of our professional jobseekers from over 3,500 survey respondents have a Degree, Master's or Doctorate and half have more than 10 years' experience.

Career progression remains the main reason professional jobseekers are looking at changing jobs. Our professional audience has a range of work experience from the FE, HE, private and public sectors, with 61% looking for an employer in Higher Education, followed by commercial businesses and publicly funded organisations.

Our audience is highly mobile, with an 8% increase from 2023 of jobseekers who would consider a job opportunity outside of their home country in the future.

88% of respondents use our jobs by email service, showing that this is the perfect way to reach your target audience.

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

SEE HOW WE CAN HELP?

83% of candidates indicate that a clear job description is the most important part of an advert.

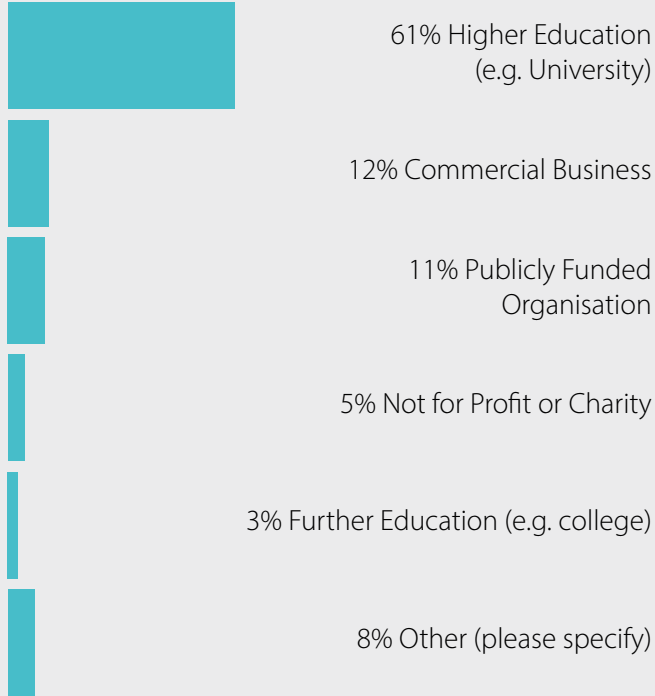
For support and guidance on getting the most out of your job advert, please get in touch on enquiries@jobs.ac.uk

WHAT IS THE MAIN REASON FOR YOUR VISIT TO JOBS.AC.UK TODAY?

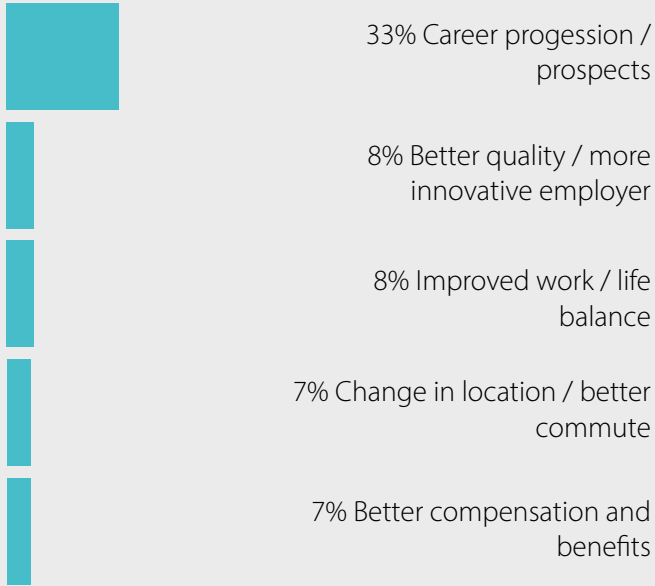


General insights

WHAT TYPE OF EMPLOYER ARE YOU LOOKING FOR?



TOP 5 REASONS WHY RESPONDENTS ARE SEEKING A NEW JOB



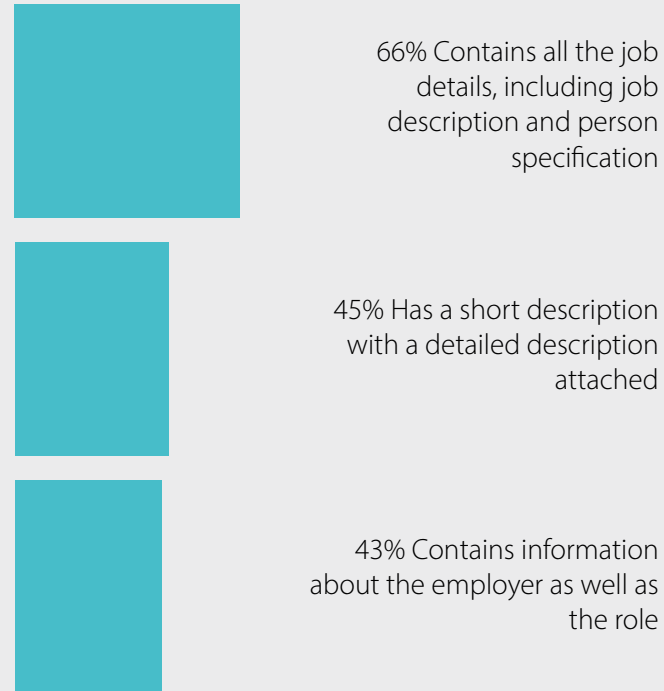
[FULL REPORT HERE](#)

KEY FINDINGS

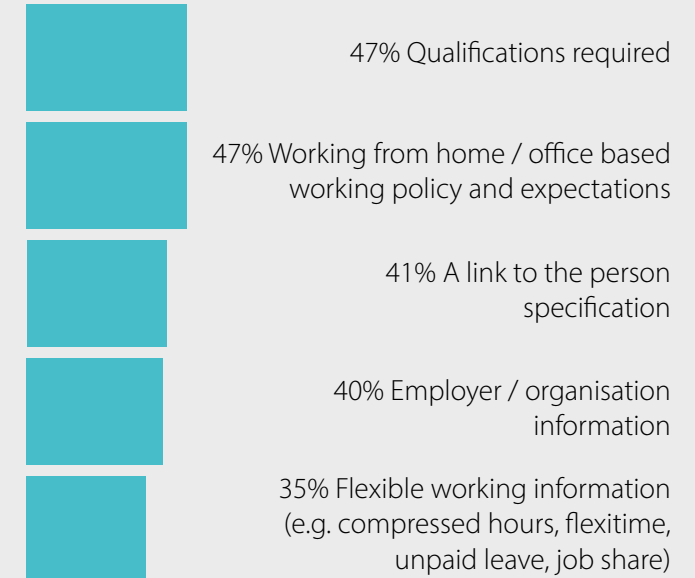
- 27% of respondents are actively searching and applying for professional / managerial / support opportunities
- 77% of respondents are currently employed
- The main reason they are looking at changing jobs is for career progression
- 92% of respondents are looking for full time work, while 36% are either actively searching for or willing to consider part time roles

Jobseeking preferences

I PREFER A JOB ADVERT THAT...



APART FROM THE TITLE, SALARY AND LOCATION, WHAT ARE THE MOST IMPORTANT THINGS IN A JOB ADVERT? TOP 6 ANSWERS



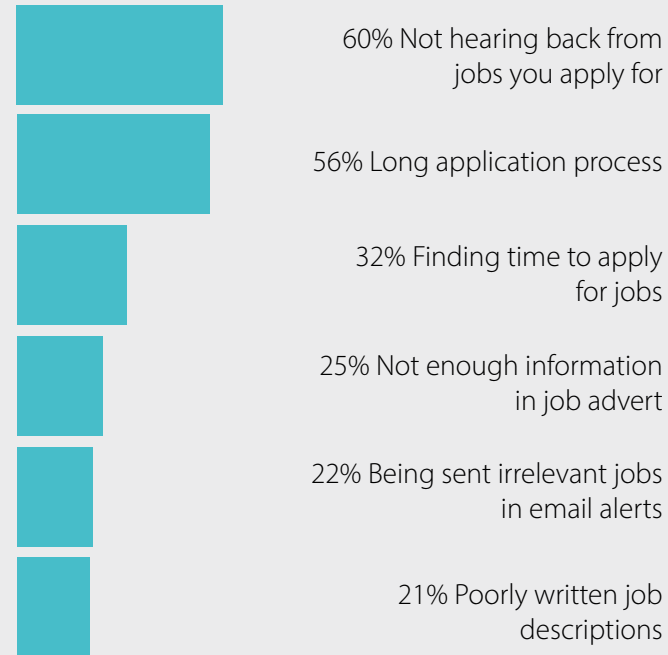
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KEY FINDINGS

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

Jobseeking preferences

WHAT FRUSTRATES YOU MOST ABOUT THE JOB SEEKING PROCESS? TOP 6 RESPONSES



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



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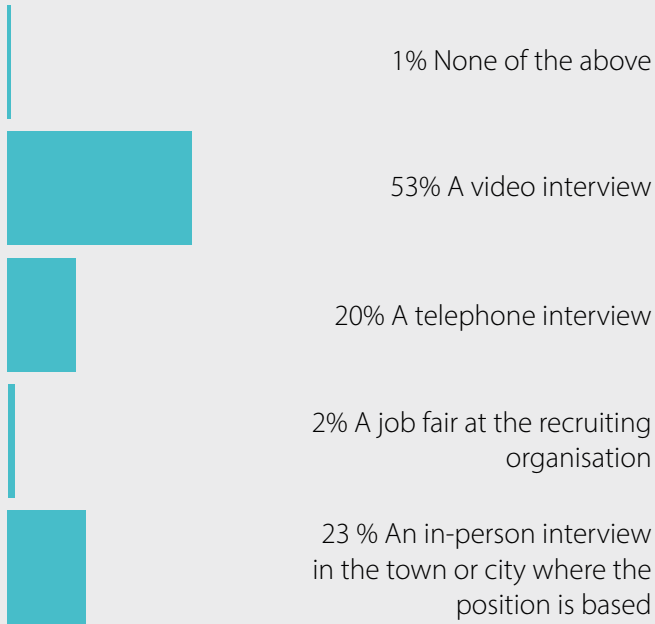
KEY FINDINGS

- Even though 88% of respondents use the jobs by email service, 55% also regularly search the site

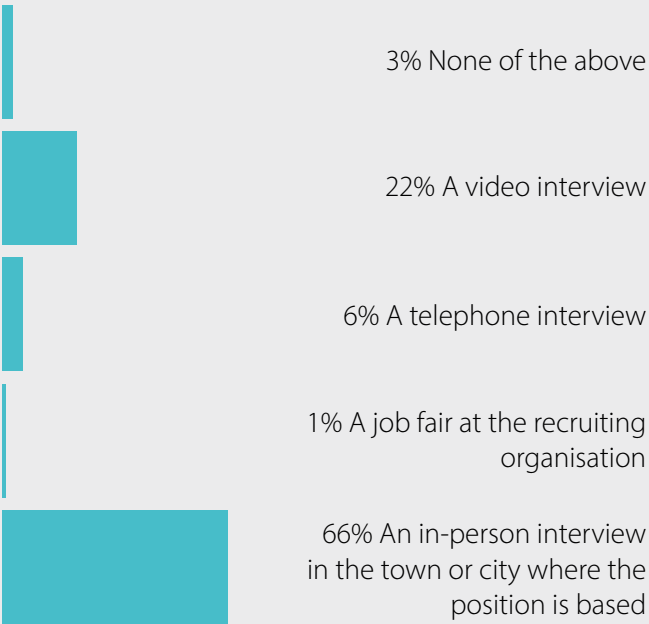
Job interview preferences

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

FIRST INTERVIEW



SECOND INTERVIEW

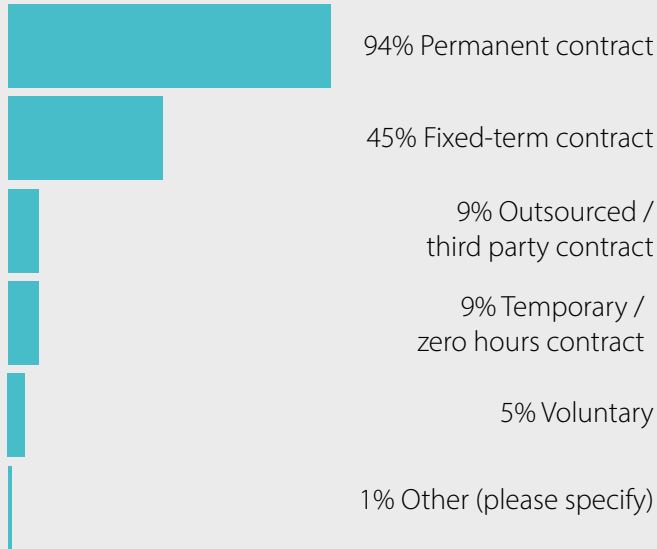


KEY FINDINGS

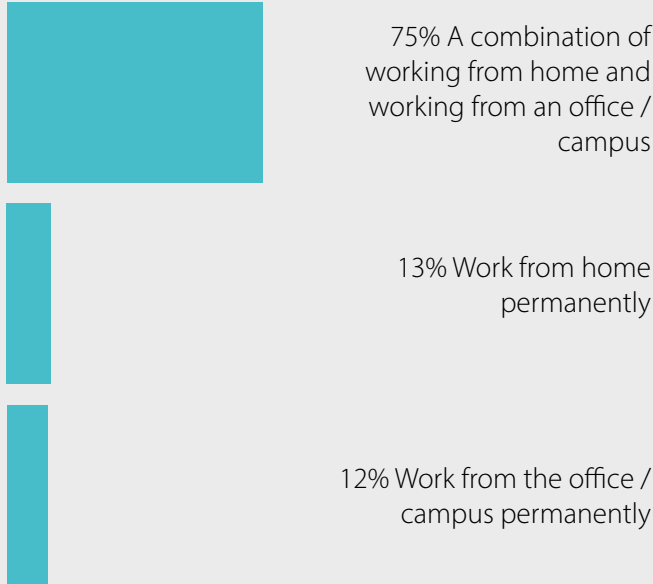
- The majority of respondents would prefer video interviews for the first interview for local jobs

In the workplace

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



HOW WOULD YOU PREFER TO WORK IN THE FUTURE?



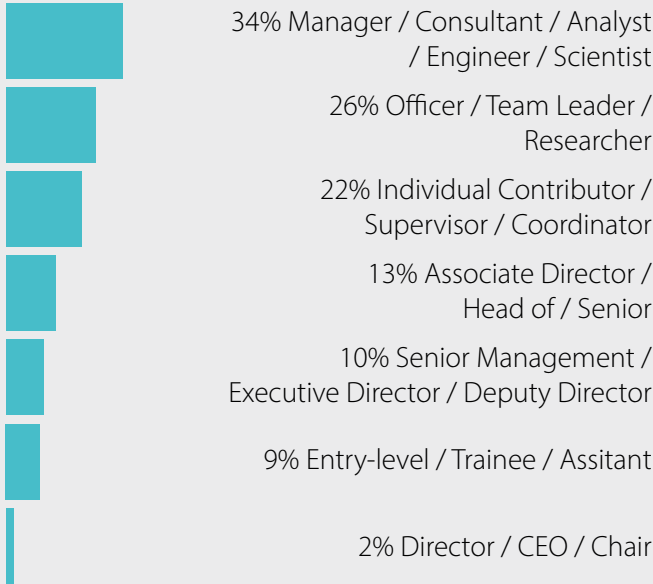
KEY FINDINGS

- 94% of respondents are searching for a job with a permanent contract
- More than 3 in 4 jobseekers would prefer a combination of working from home and campus/the office in the future

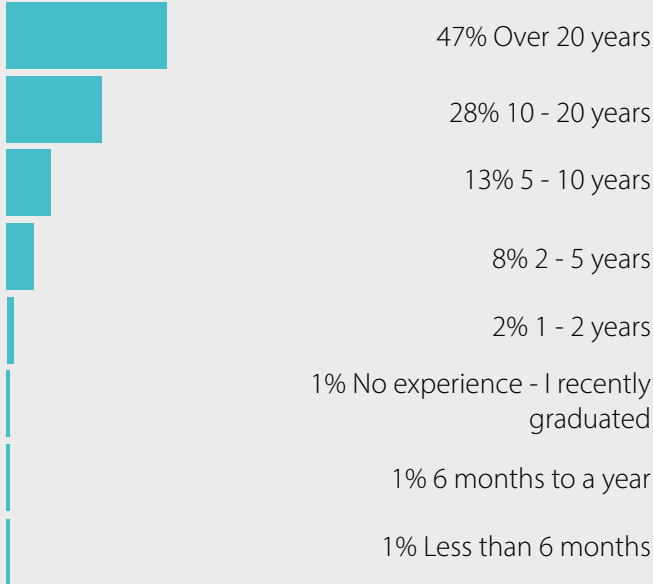
Level of experience

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.

WHAT OF THE FOLLOWING BEST DESCRIBES YOUR MOST RECENT ROLE?



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
- Almost half of candidates have more than 20 years' work experience and 3 in 4 have more than 10 years' experience
- At the other end of the spectrum, only 1% have less than 12 months' work experience

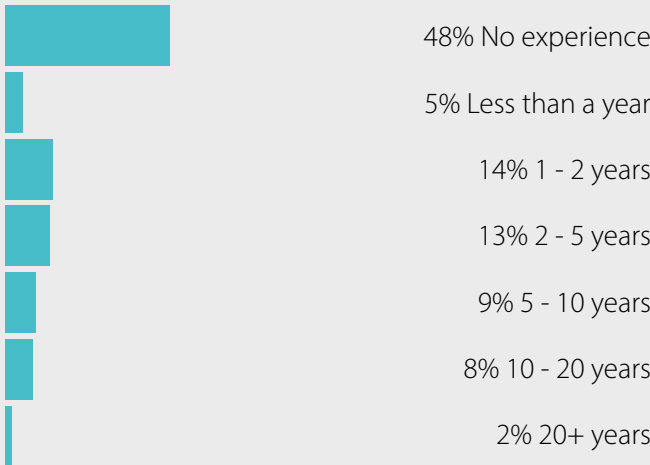
Professional work experience

HOW MANY YEARS WORK EXPERIENCE DO YOU HAVE IN...?

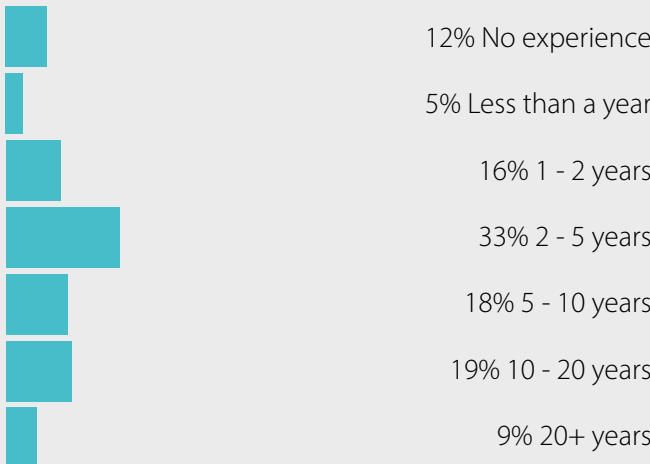
HIGHER EDUCATION



FURTHER EDUCATION



PRIVATE SECTOR (NON-ACADEMIA)



PUBLIC SECTOR (NON-ACADEMIA)

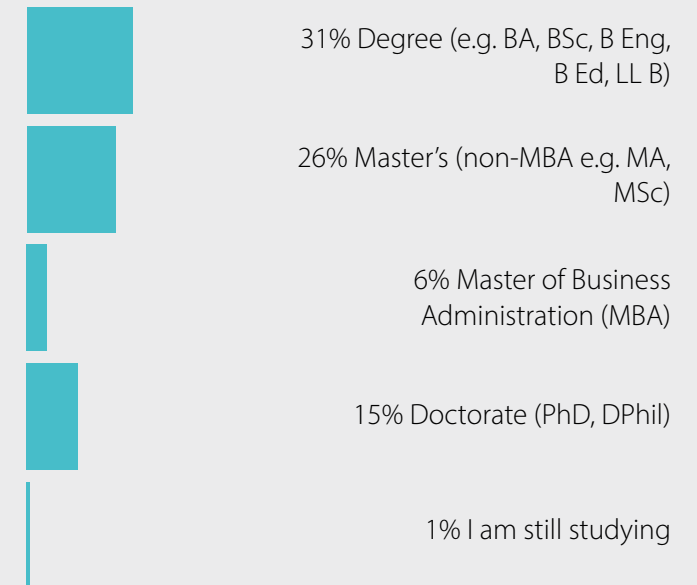


Qualification levels and employer preferences

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



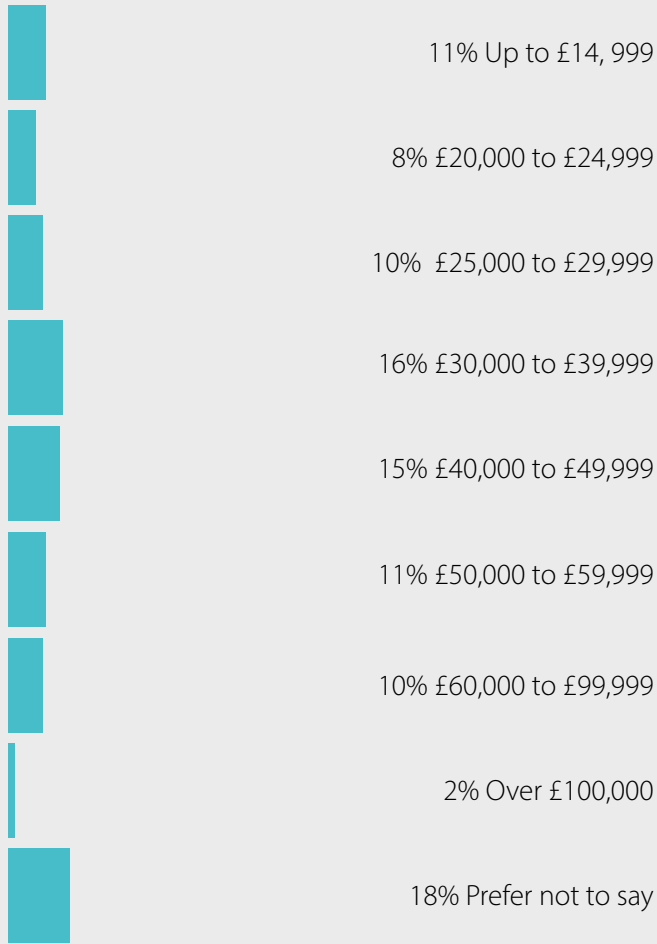
WHAT IS YOUR HIGHEST LEVEL OF QUALIFICATION? PLEASE SELECT ONE



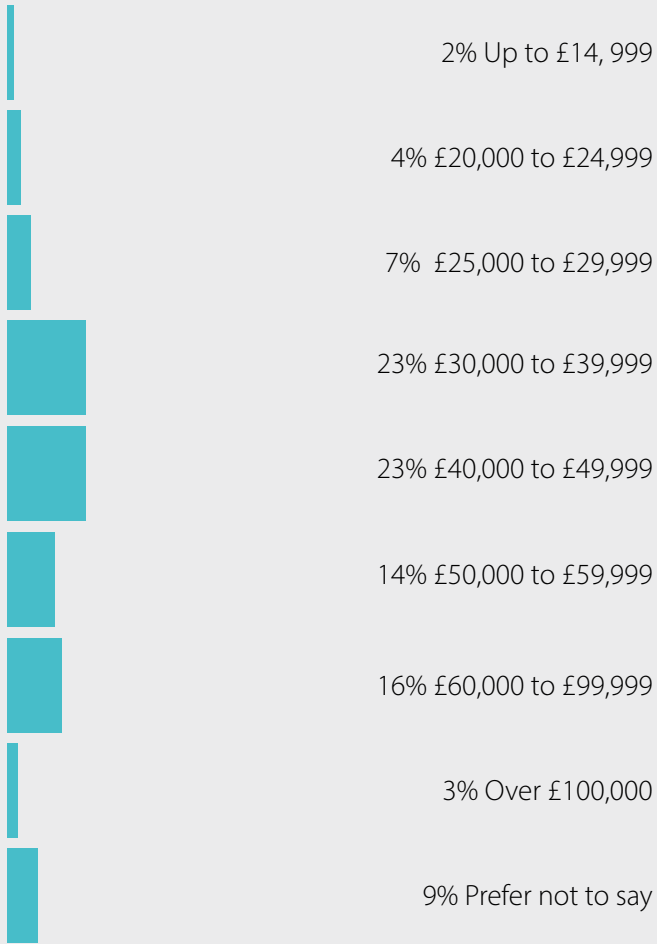
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Salary insights

WHAT IS YOUR CURRENT SALARY? PLEASE SELECT ONE RESPONSE PERCENT

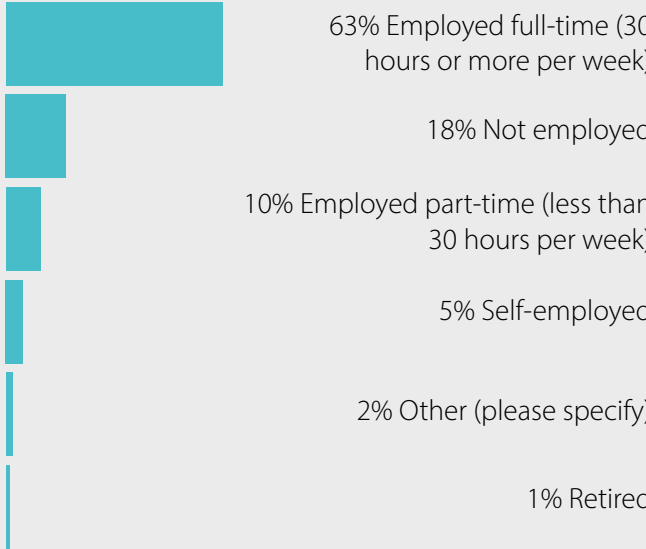


WHAT SALARY ARE YOU LOOKING FOR? PLEASE SELECT ONE RESPONSE PERCENT

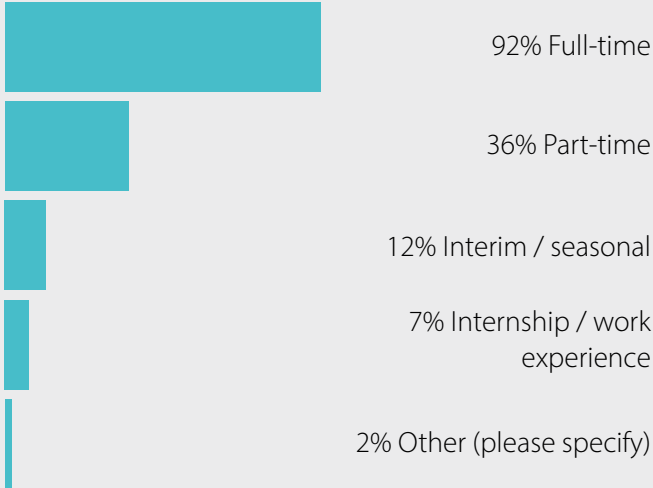


Jobseeker preferences

WHAT IS YOUR CURRENT WORKING STATUS? PLEASE SELECT THE OPTION THAT BEST DESCRIBES YOUR CURRENT SITUATION

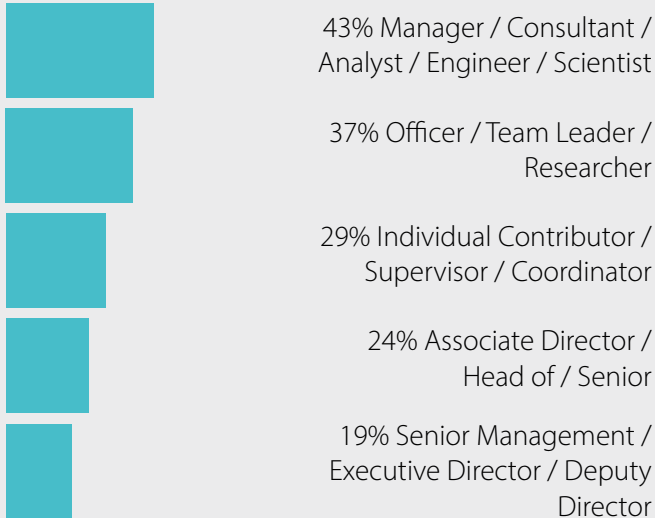


WHAT TYPE(S) OF JOB ARE YOU LOOKING FOR / WOULD YOU BE LOOKING FOR?



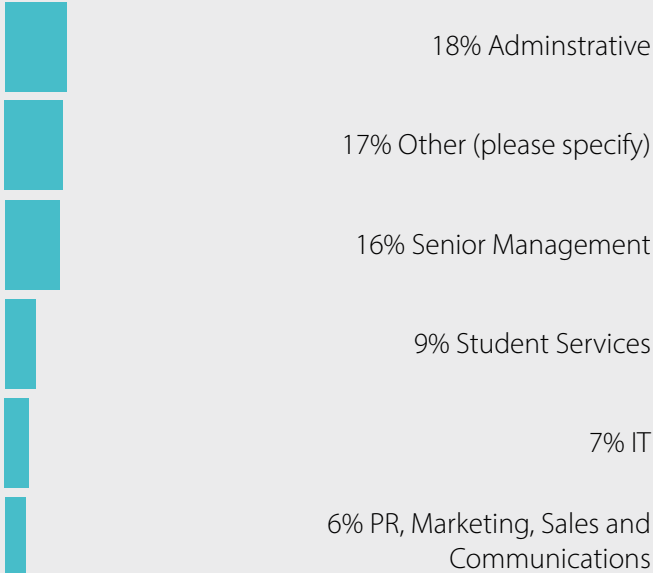
Employment preferences

WHICH OF THE FOLLOWING BEST DESCRIBES THE LEVEL OF ROLE THAT YOU ARE LOOKING FOR IN PROFESSIONAL OR SKILLED TRADES? TOP 5 RESPONSES



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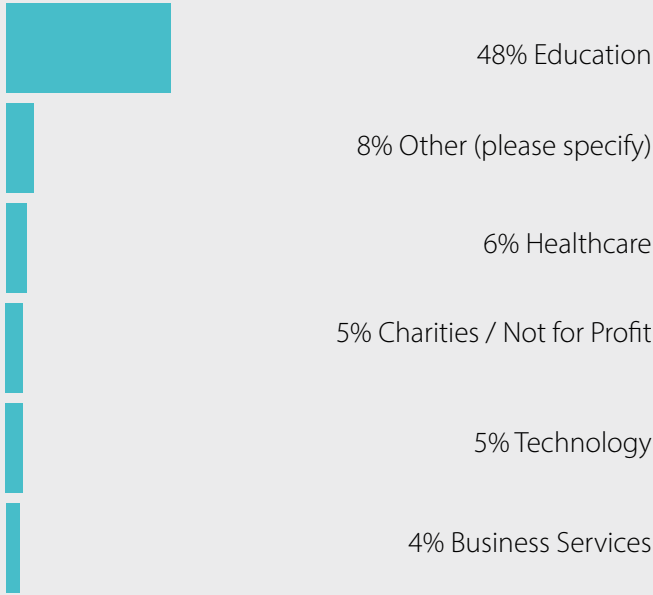
WHICH OF THESE BEST DESCRIBES THE AREA YOU WANT TO WORK?



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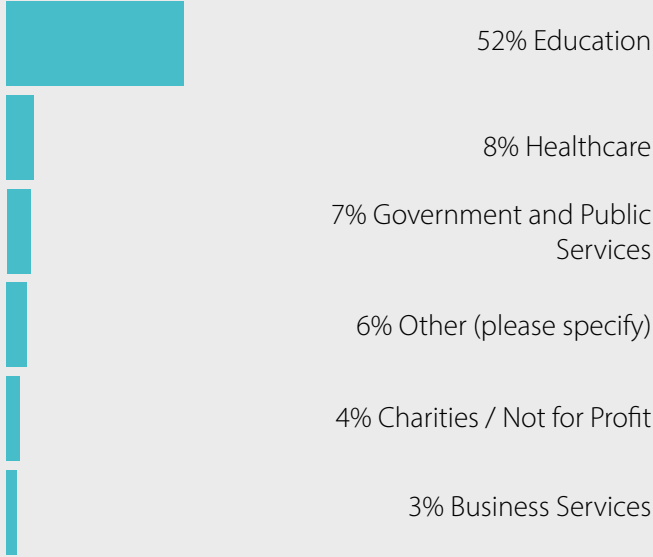
Industry and sector preferences

IN WHICH INDUSTRY OR SECTOR ARE YOU MOST INTERESTED IN LOOKING FOR A JOB?



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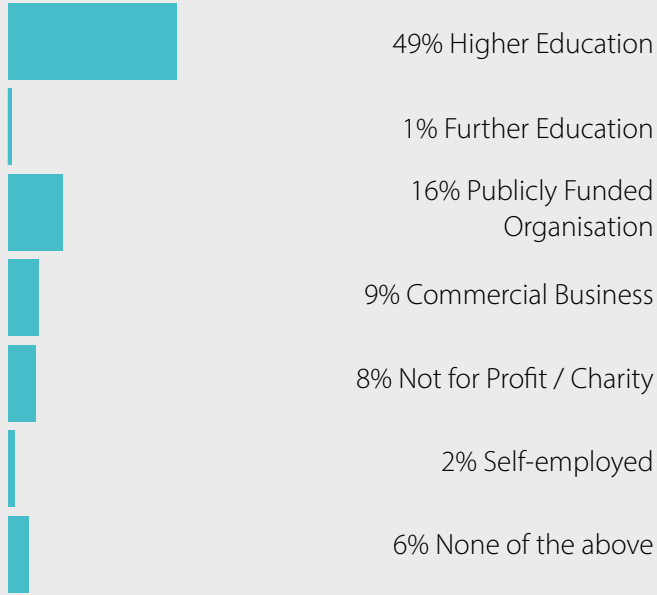
IN WHICH INDUSTRY OR SECTOR DOES YOUR CURRENT OR MOST RECENT EMPLOYER OPERATE?



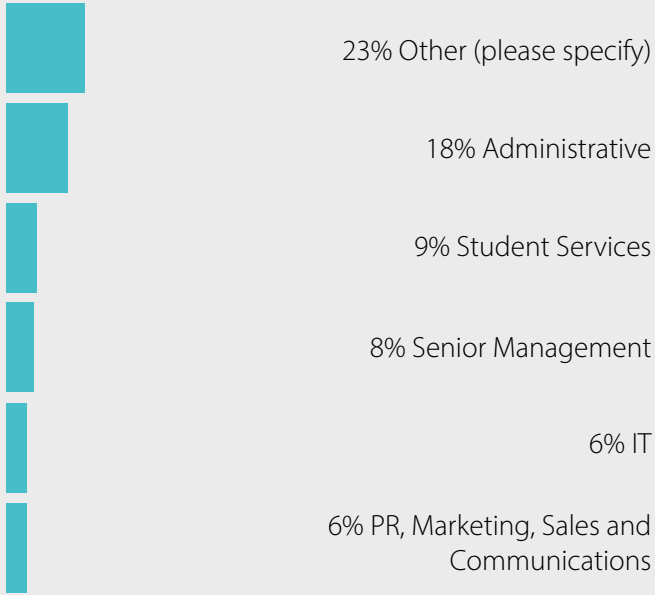
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Recent roles and employers

WHICH BEST DESCRIBES YOUR CURRENT OR MOST RECENT EMPLOYER?



WHICH OF THESE BEST DESCRIBES YOUR MOST RECENT ROLE? TOP 6 RESPONSES



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KEY FINDINGS

- 34% of professional jobseekers are in a managerial role, followed by 26% in an Officer or Team Leader role

International mobility

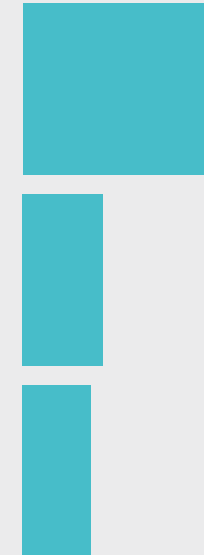
HAVE YOU WORKED IN A COUNTRY OUTSIDE OF YOUR HOME COUNTRY?



40% Yes

60% No

WOULD YOU CONSIDER A JOB OPPORTUNITY OUTSIDE OF YOUR HOME COUNTRY IN THE FUTURE?



58% Yes

23% No

20% Maybe

KEY FINDINGS

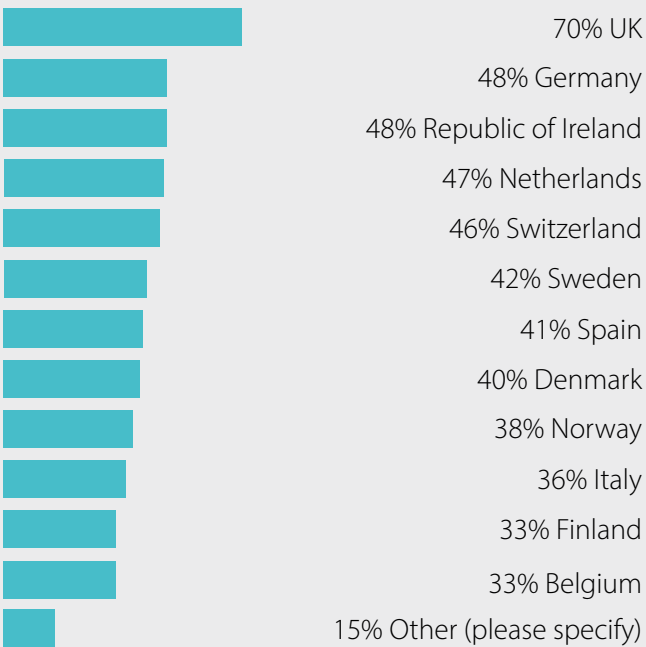
- 78% of professional jobseekers would consider relocating to another country for the right position
- Over 64% of our jobseekers are from the UK and Europe
- English is the native language for the majority of our jobseekers, followed by Hindi. French, Hindi, and Spanish are the top 3 languages our jobseekers can converse into a near-native standard

International mobility

WOULD YOU CONSIDER WORKING IN EUROPE?

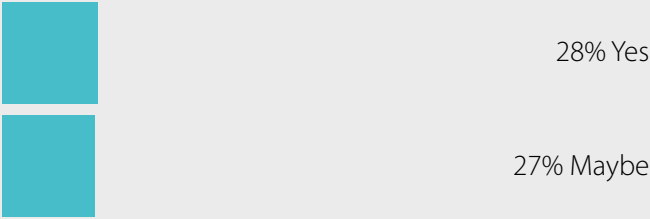


WHICH COUNTRY WOULD YOU BE INTERESTED TO WORK IN EUROPE? PLEASE SELECT ALL THAT APPLY

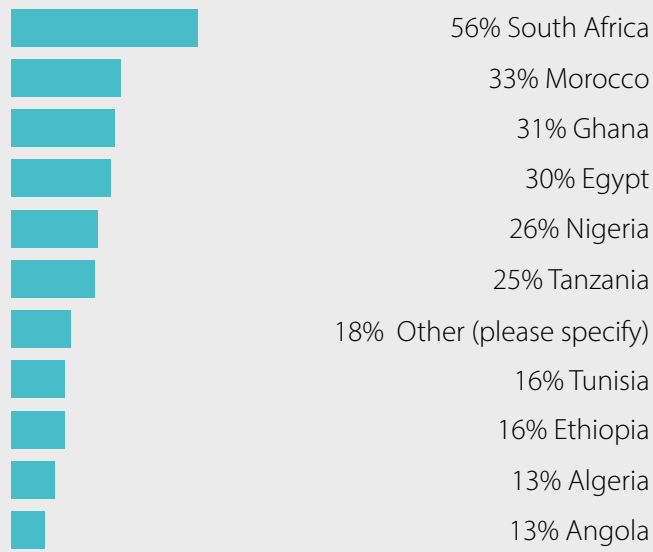


International mobility

WOULD YOU CONSIDER WORKING IN AFRICA?

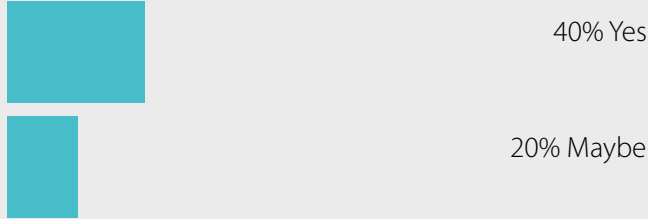


WHICH COUNTRY WOULD YOU BE INTERESTED TO WORK IN IN AFRICA? PLEASE SELECT ALL THAT APPLY

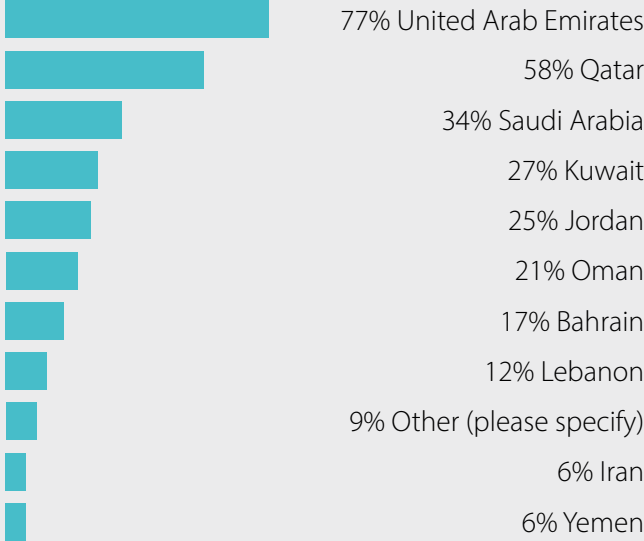


International mobility

WOULD YOU CONSIDER WORKING IN THE MIDDLE EAST?



WHICH COUNTRY WOULD YOU BE INTERESTED TO WORK IN IN THE MIDDLE EAST? PLEASE SELECT ALL THAT APPLY



International mobility

WOULD YOU CONSIDER WORKING IN AMERICA OR ASIA PACIFIC?

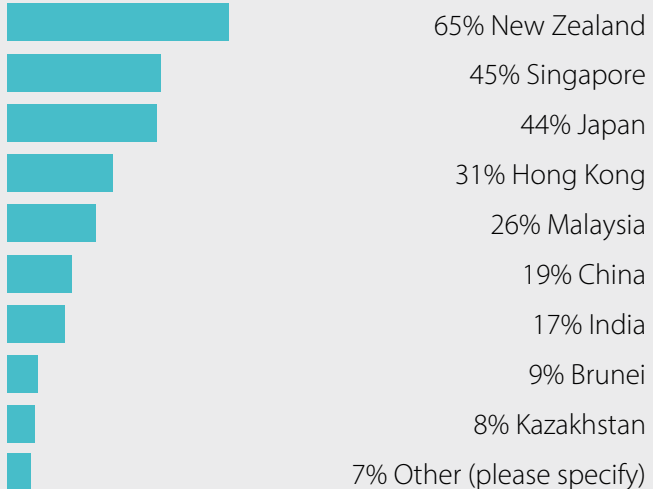


WHICH COUNTRY WOULD YOU BE INTERESTED TO WORK IN IN AMERICA OR ASIA PACIFIC? PLEASE SELECT ALL THAT APPLY

AMERICA



ASIA PACIFIC



International mobility

WHAT MADE YOU DECIDE TO WORK ABROAD? TOP 6 RESPONSES



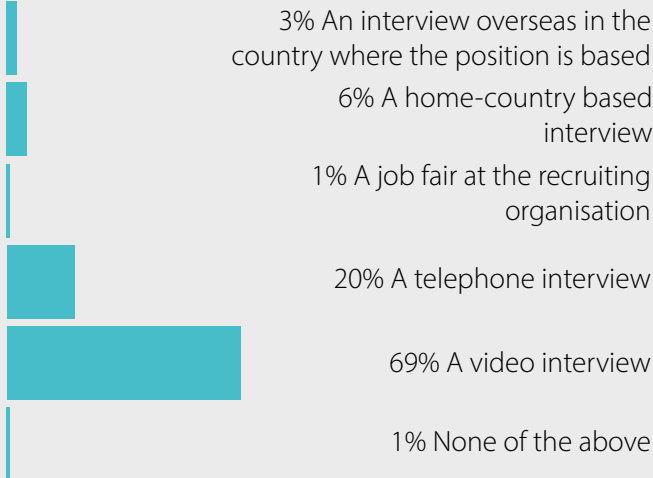
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KEY FINDINGS

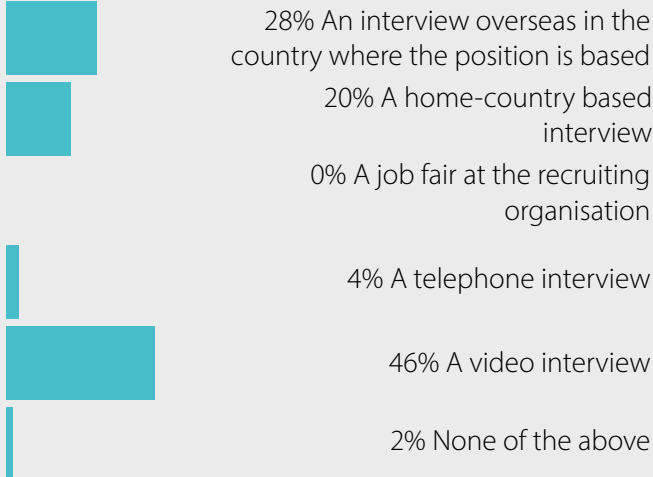
- 50% of professionals decided to work abroad to enhance their career

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

FIRST INTERVIEW

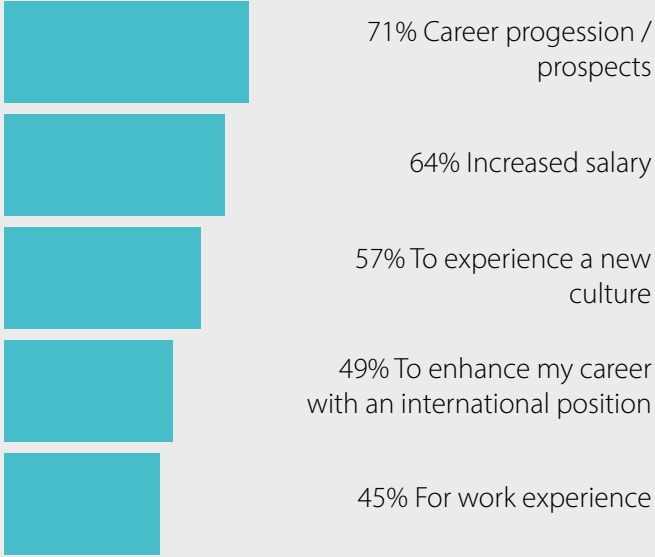


SECOND INTERVIEW



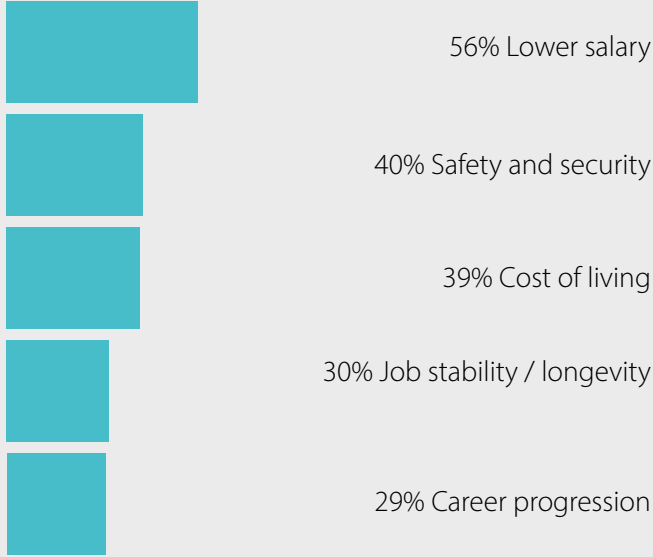
International mobility

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



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TOP 5 FACTORS THAT WOULD PREVENT JOBSEEKERS ACCEPTING A POSITION OVERSEAS



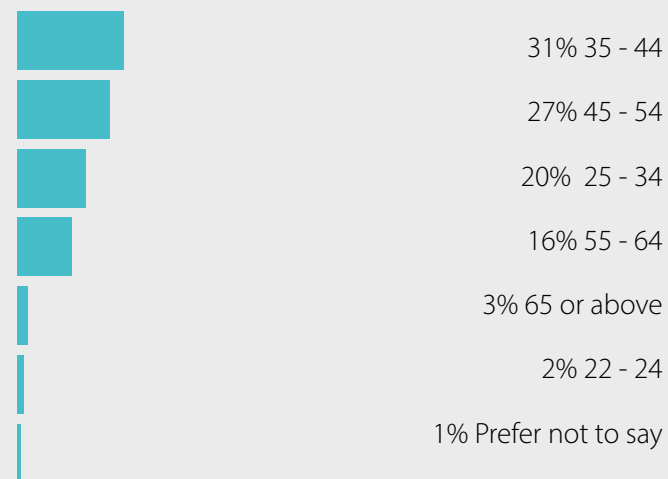
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Jobseeker demographics

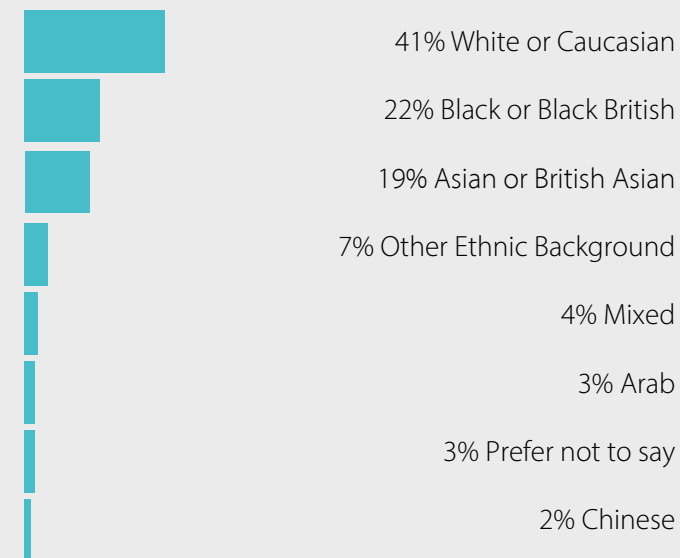
- The majority of respondents are between the ages of 25 and 54
- 11% consider themselves disabled
- 10% identify as LGBTQ+

Age groups and ethnic backgrounds

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



WHAT IS YOUR ETHNIC BACKGROUND?

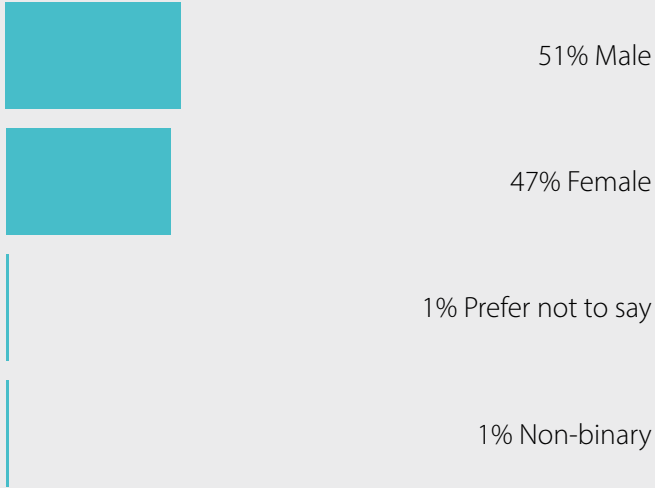


KEY FINDINGS

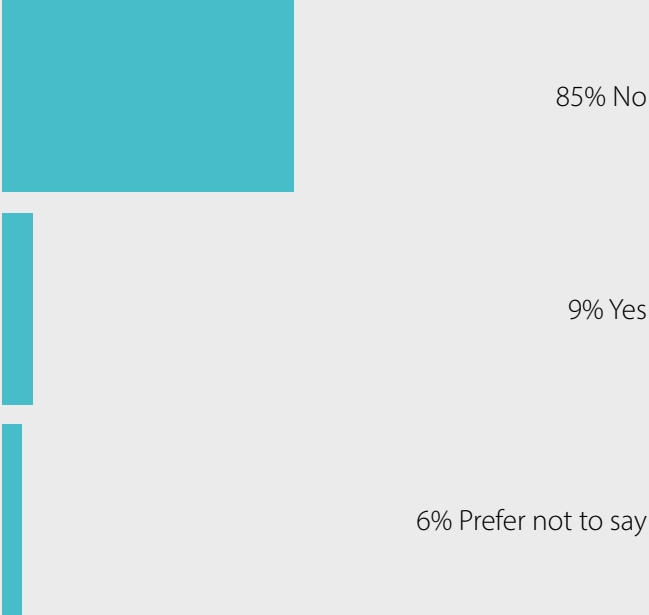
- jobs.ac.uk visitors are diverse in age, ethnic background and gender
- 98% of respondents are between the ages of 25 and 64
- 41% are Caucasian, 21% are Black, and 19% are Asian or British Asian

Gender and sexual orientation

WHAT IS YOUR GENDER? PLEASE SELECT ONE



DO YOU IDENTIFY AS LGBTQ+?

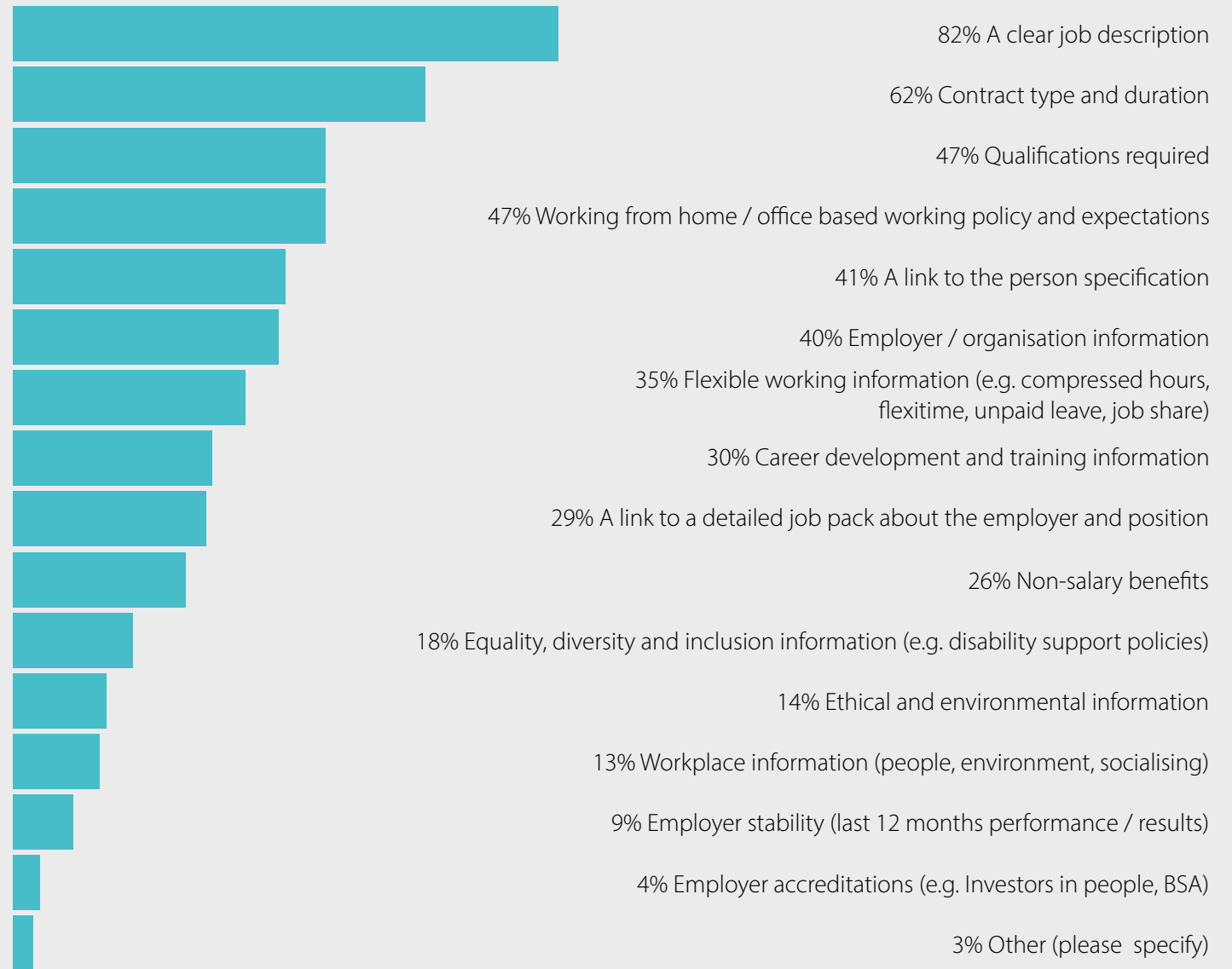


The logo for jobs.ac.uk, featuring the text 'jobs.ac.uk' in a white, lowercase, sans-serif font inside a dark blue, rounded rectangular shape.

Great jobs for bright people

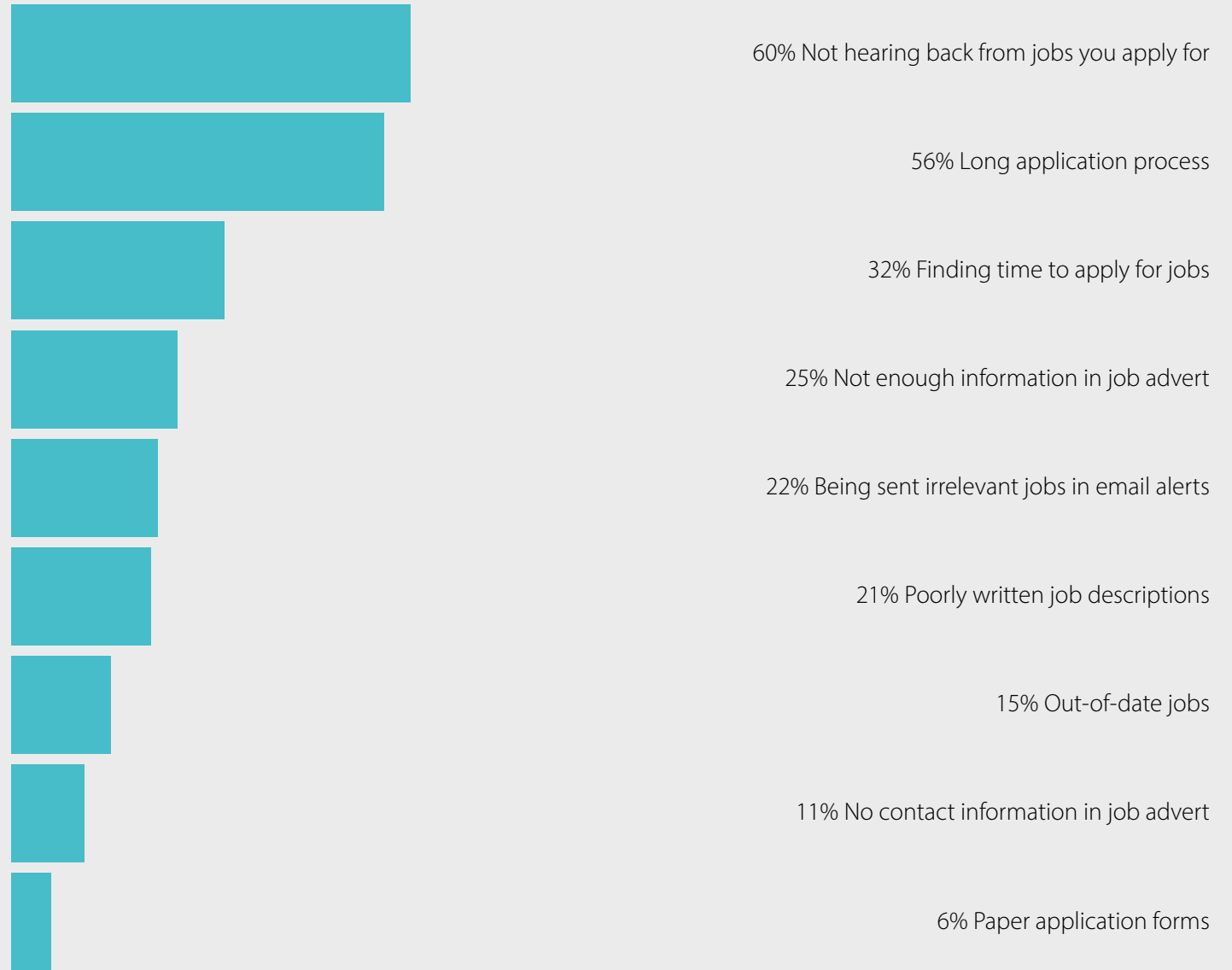
Appendix

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



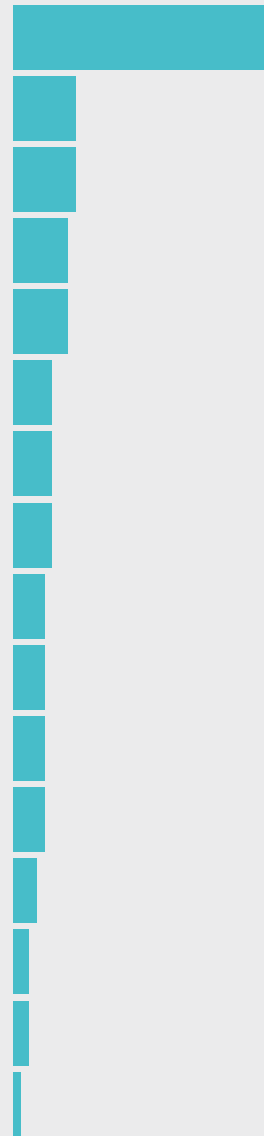
[BACK TO REPORT](#)

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



[**BACK TO REPORT**](#)

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



- 33% Career progression / prospects
- 8% Better quality / more innovative employer
- 8% Improved work / life balance
- 7% Change in location / better commute
- 7% Better compensation and benefits
- 5% Other (please specify)
- 5% I have recently been made redundant
- 5% I have recently graduated and I'm looking for a job in my preferred sector/discipline
- 4% Change in role
- 4% More challenging work
- 4% My contract is ending / funding has been withdrawn
- 4% To secure a longer-term or permanent contract
- 3% I want to work from home permanently
- 2% Increased job security
- 2% Change in discipline
- 1% I am looking for work experience

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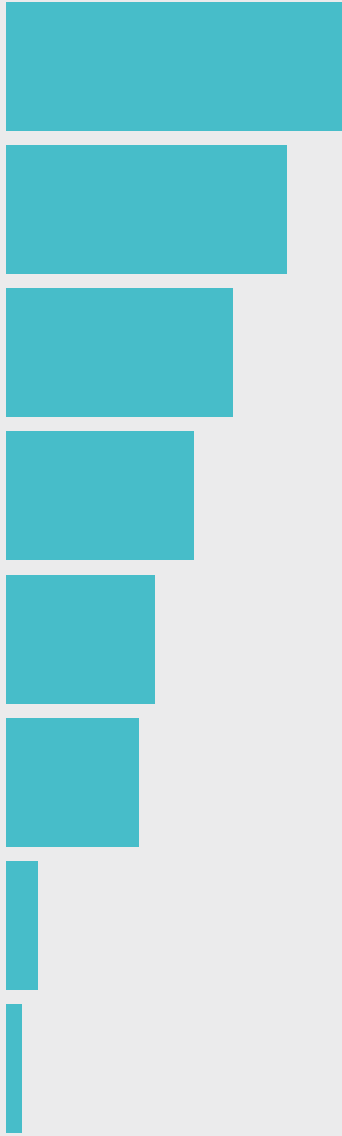
**WHICH OF THESE BEST
DESCRIBES THE AREA YOU
WANT TO WORK?
PLEASE SELECT ONE**



- 18% Administrative
- 16% Senior Management
- 17% Other (please specify)
- 9% Student Services
- 7% IT
- 6% PR, Marketing, Sales and Communications
- 5% Library Services and Information Management
- 5% International Activities
- 4% Finance
- 3% Human Resources
- 3% Hospitality, Retail, Conferences and Events
- 3% Property and Maintenance
- 1% Sports and Leisure
- 1% Fundraising and Alumni

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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



43% Manager / Consultant / Analyst / Engineer / Scientist

36% Officer / Team Leader / Researcher

29% Individual Contributor / Supervisor / Coordinator

24% Associate Director / Head of / Senior

19% Senior Management / Executive Director / Deputy Director

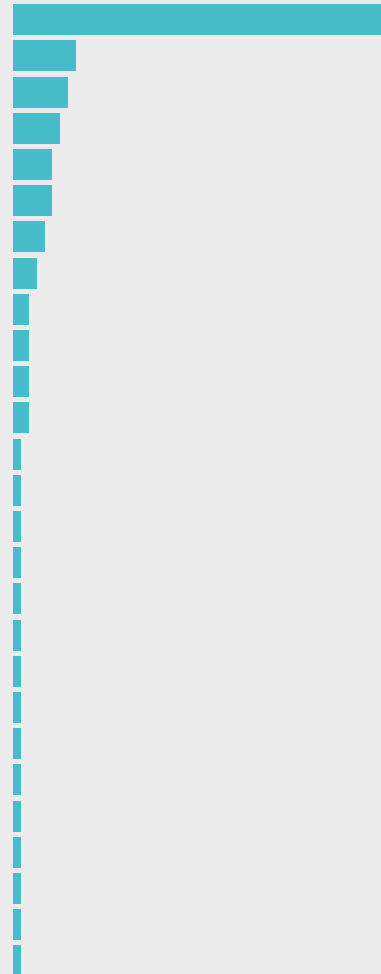
17% Entry-level / Trainee / Assistant

4% Director / CEO / Chair

2% Apprentice / Intern

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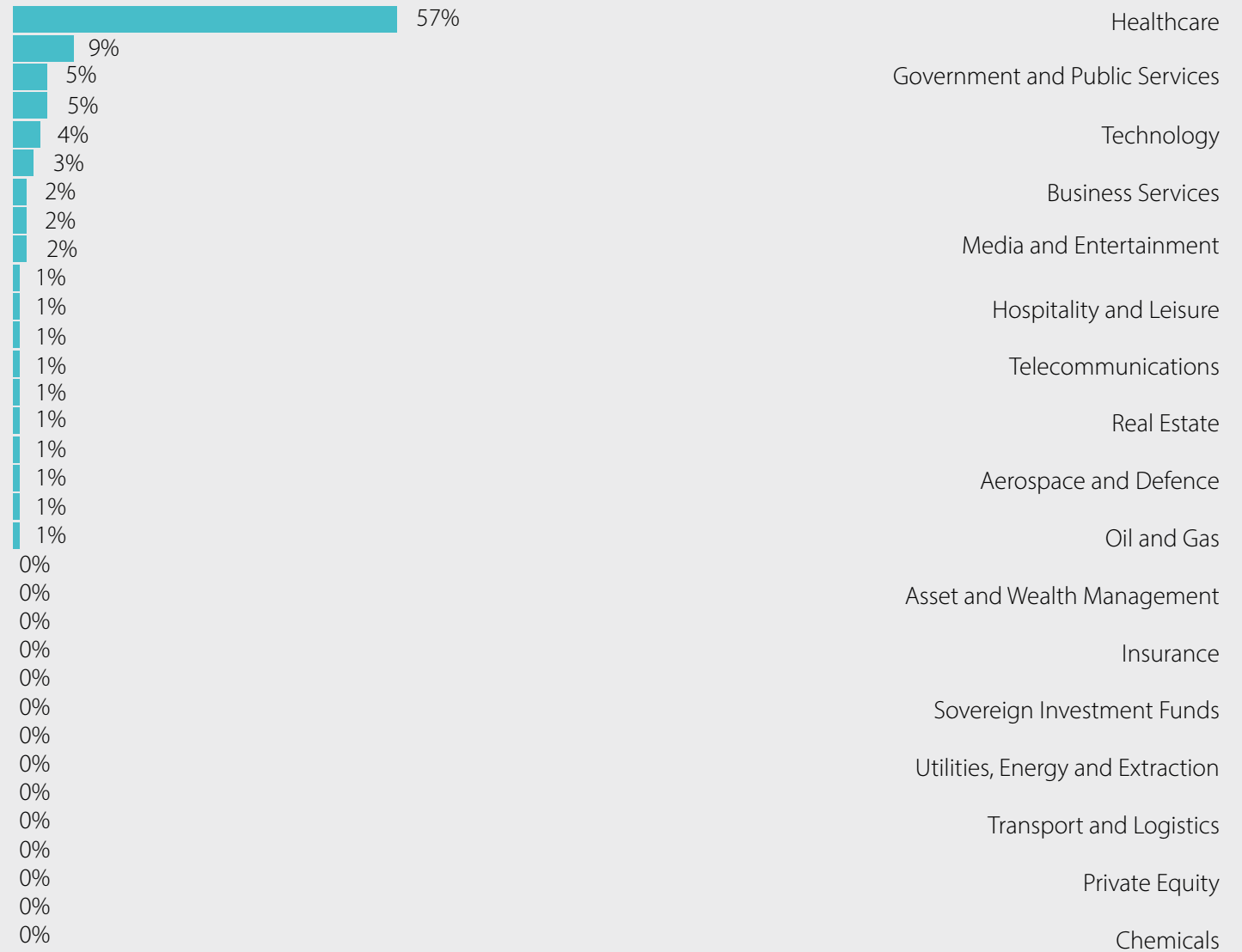
**IN WHICH INDUSTRY OR SECTOR ARE YOU MOST INTERESTED IN LOOKING FOR A JOB?
PLEASE SELECT ONE**



- 48% Education
- 8% Other (please specify)
- 7% Government and Public Services
- 6% Healthcare
- 5% Charities / Not for Profit
- 5% Technology
- 4% Business Services
- 3% Engineering and Construction
- 2% Financial Service
- 2% Hospitality and Leisure
- 2% Pharmaceutical and Life Sciences
- 2% Transport and Logistics
- 1% Aerospace and Defence
- 1% Asset and Wealth Management
- 1% Automotive
- 1% Banking and Capital Markets
- 1% Capital Projects and Infrastructure
- 1% Chemicals
- 1% Forest, Paper and Packaging
- 1% Insurance
- 1% Manufacturing
- 1% Media and Entertainment
- 1% Oil and Gas
- 1% Power and Utilities
- 1% Real Estate
- 1% Retail and Consumer
- 1% Telecommunications
- 0% Mining and Metals
- 0% Private Equity
- 0% Sovereign Investment Funds
- 0% Telecommunications, Technology, Internet & Electronics
- 0% Transport and Logistics
- 0% Travel
- 0% Utilities, Energy, and Extraction

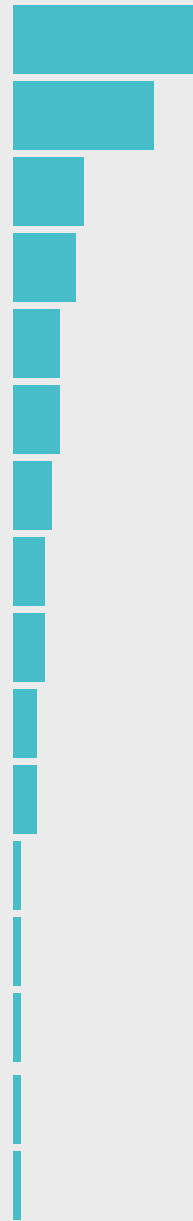
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IN WHICH INDUSTRY OR SECTOR ARE YOU MOST INTERESTED IN LOOKING FOR A JOB? PLEASE SELECT ONE



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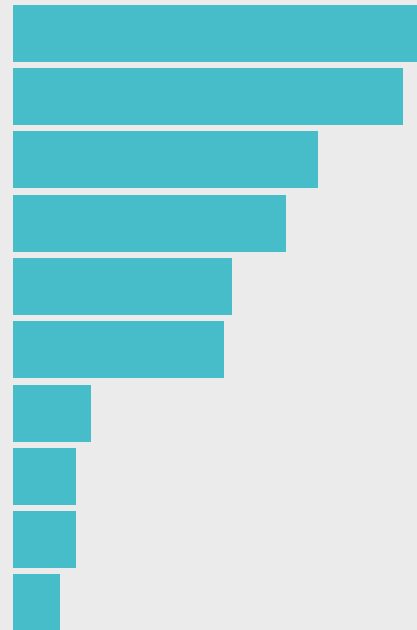
**WHICH OF THESE BEST
DESCRIBES YOUR MOST
RECENT ROLE?
PLEASE SELECT ONE**



23% Other (please specify)
18% Administrative
9% Student Services
8% Senior Management
6% IT
6% PR, Marketing, Sales and Communications
5% Library Services and Information Management
4% Hospitality, Retail, Conferences and Events
4% International Activities
3% Finance
3% Human Resources
1% Fundraising and Alumni
1% Property and Maintenance
1% Fundraising and Alumni
1% Property and Maintenance
1% Sports and Leisure

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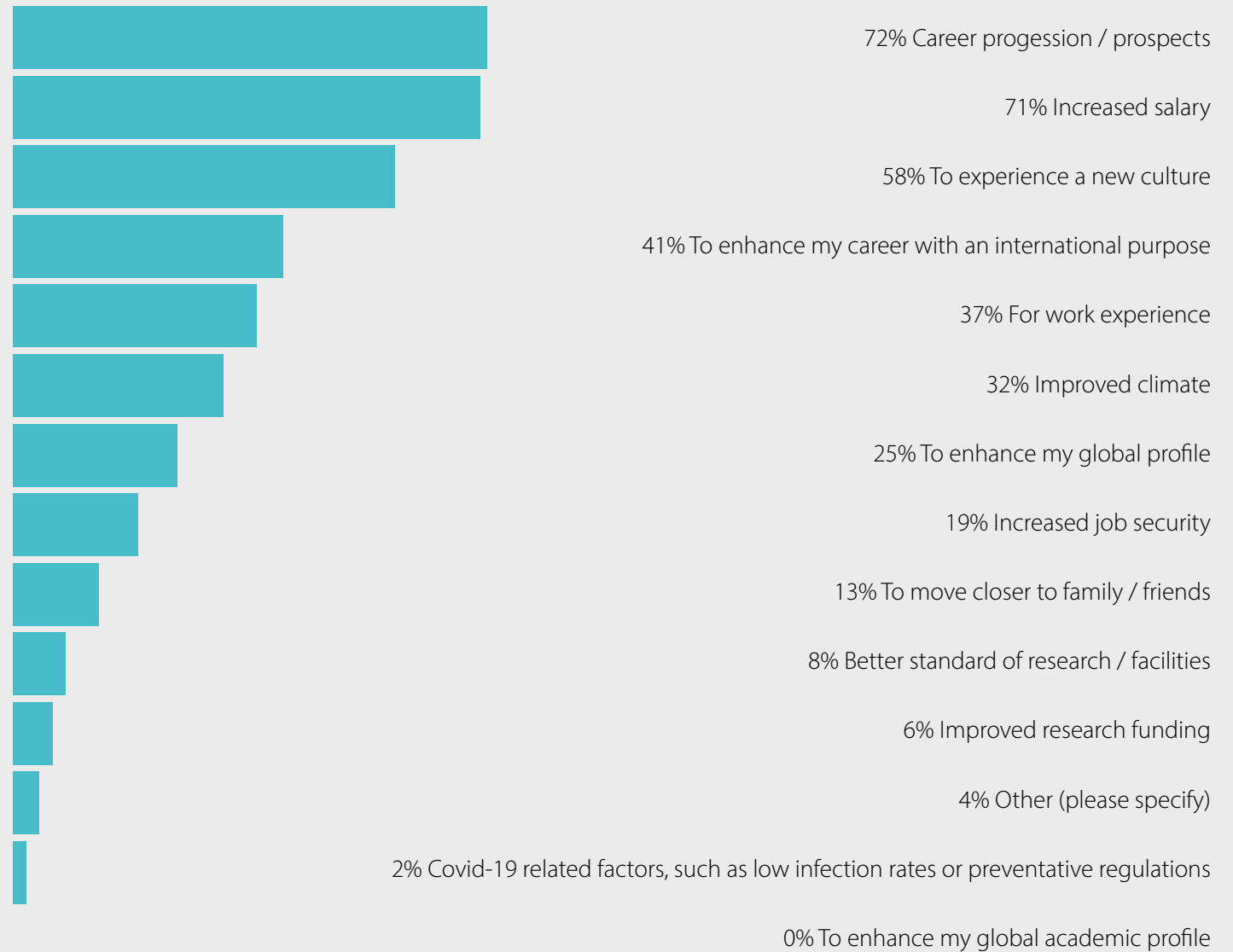
**WHAT MADE YOU DECIDE
TO WORK ABROAD?
PLEASE SELECT ALL THAT
APPLY**



- 52% To experience a new culture
- 50% Career progression / prospects
- 39% To enhance my career with an international position
- 35% For work experience
- 28% To enhance my global profile
- 27% Increased salary
- 10% Improved climate
- 8% To move closer to family / friends
- 8% Other (please specify)
- 6% Increased job security

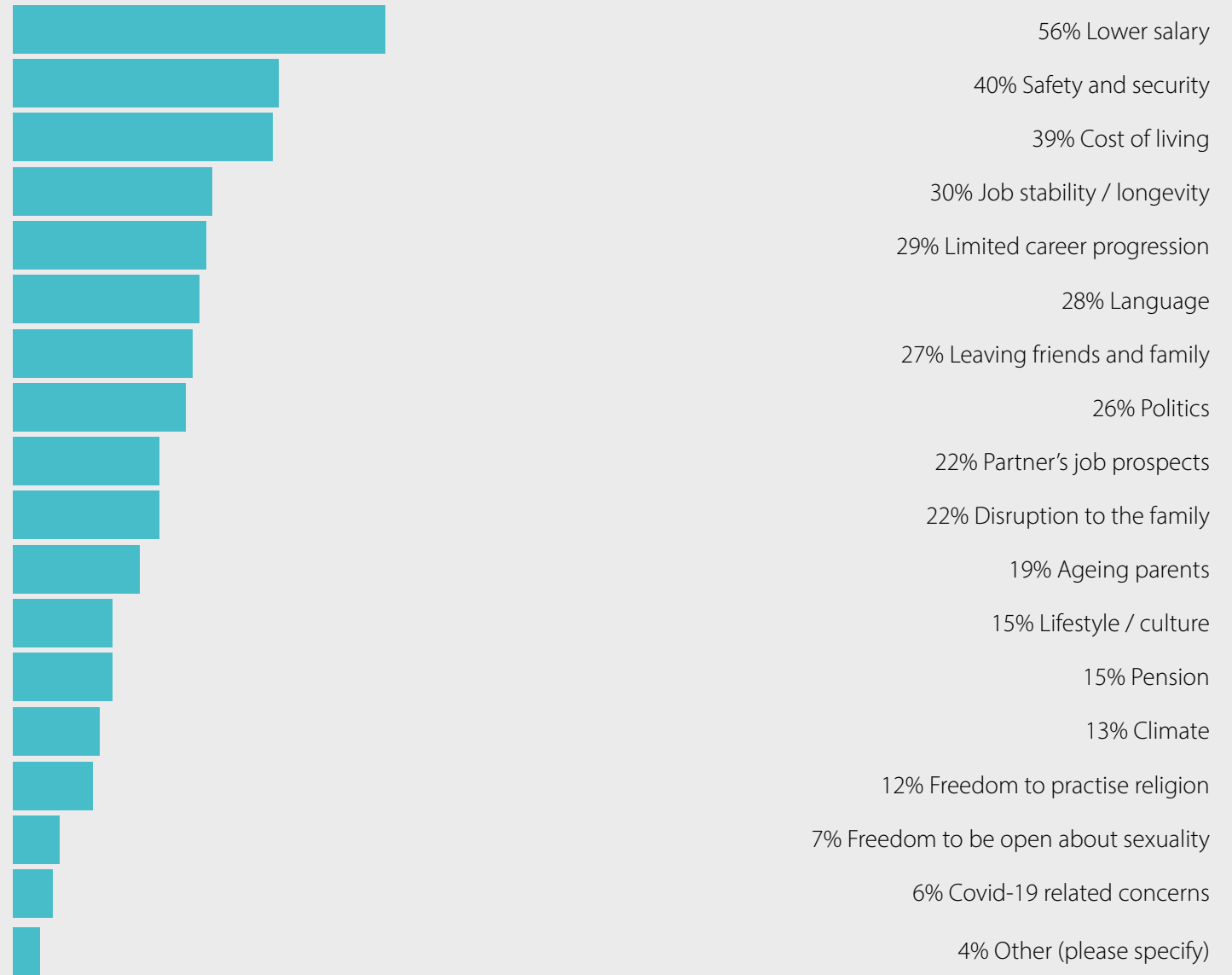
[**BACK TO REPORT**](#)

WHAT FACTORS WOULD ATTRACT YOU TO ACCEPT A JOB OVERSEAS? PLEASE SELECT ALL THAT APPLY



[BACK TO REPORT](#)

**WHAT FACTORS WOULD PREVENT YOU FROM ACCEPTING A JOB OVERSEAS?
PLEASE SELECT ALL THAT APPLY**



[**BACK TO REPORT**](#)

**WHAT IS YOUR
HIGHEST LEVEL OF
QUALIFICATION?
PLEASE SELECT ONE**



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