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Great jobs for bright people

Jobseeker Insights 2024 Academic

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

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

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 enquiries@jobs.ac.uk

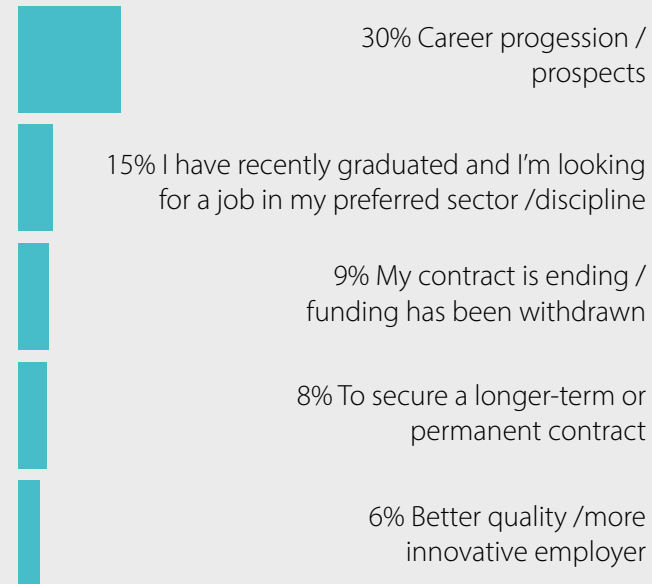
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Jobseeker Insights Academic

General insights

TOP 5 REASONS WHY RESPONDENTS ARE SEEKING A NEW JOB



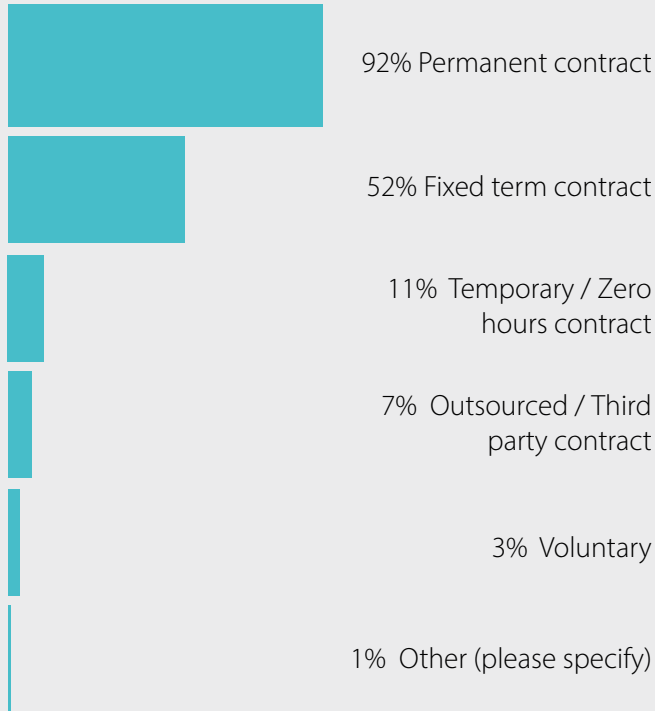
[FULL REPORT HERE](#)

KEY FINDINGS

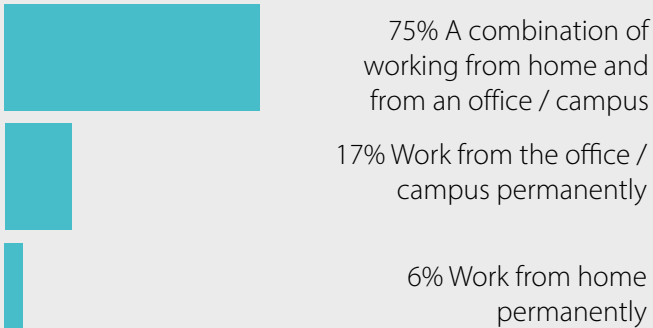
- 60% of respondents are actively searching and applying for academic /academic research job opportunities
- 96% are educated to a minimum of degree level, with 90% holding an advanced degree
- The main reason they are looking at changing jobs is for career progression
- 9 out of 10 respondents are looking 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?



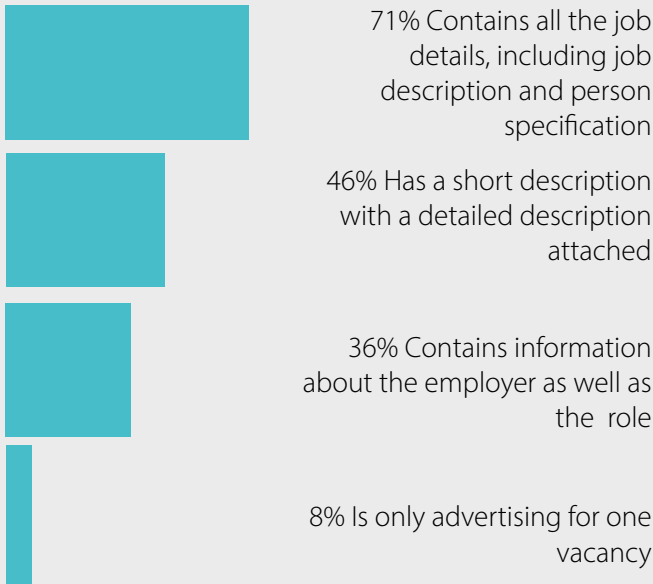
KEY FINDINGS

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

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

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



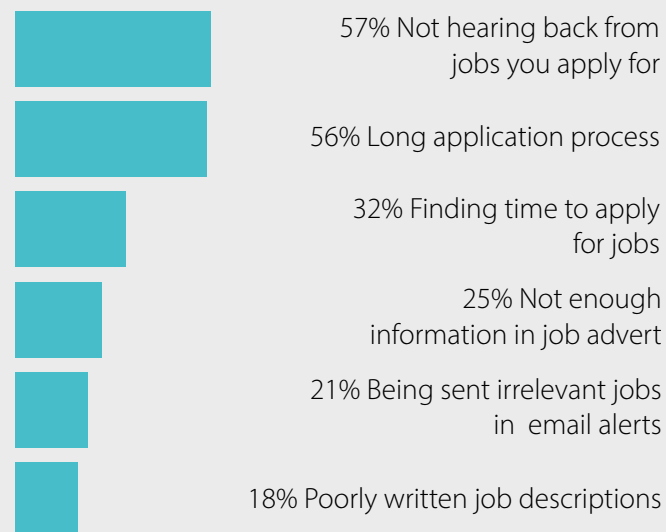
[FULL REPORT HERE](#)

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



Jobseeking Preferences

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



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



[FULL REPORT HERE](#)

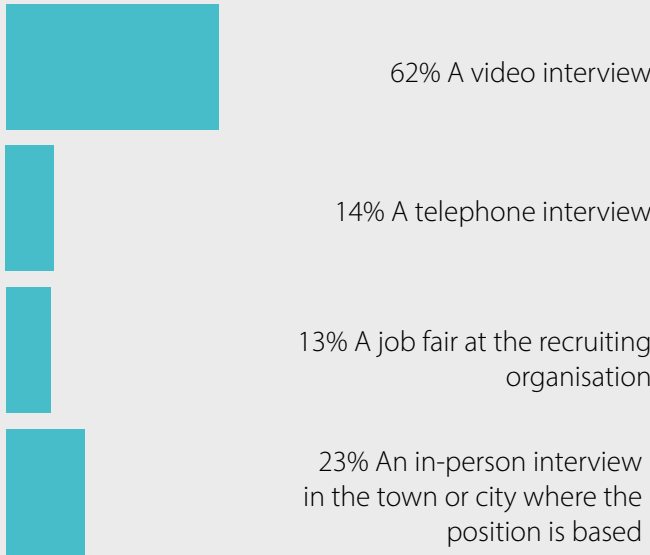
KEY FINDINGS

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

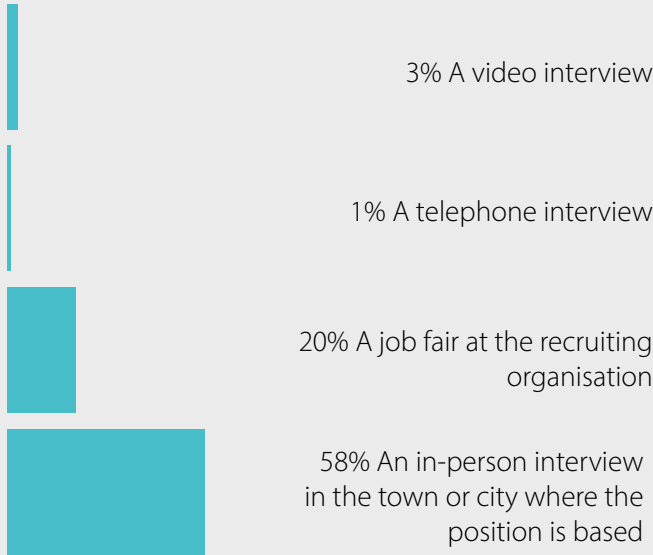
Job interview preferences

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

FIRST INTERVIEW



SECOND INTERVIEW



KEY FINDINGS

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

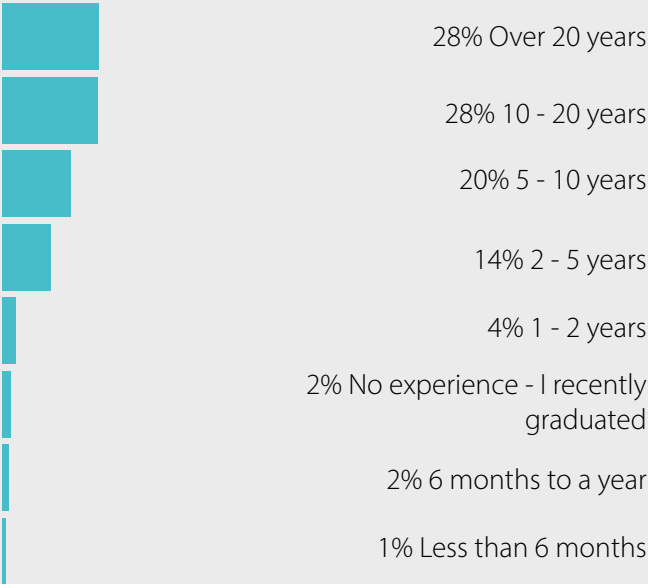
Level of experience

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

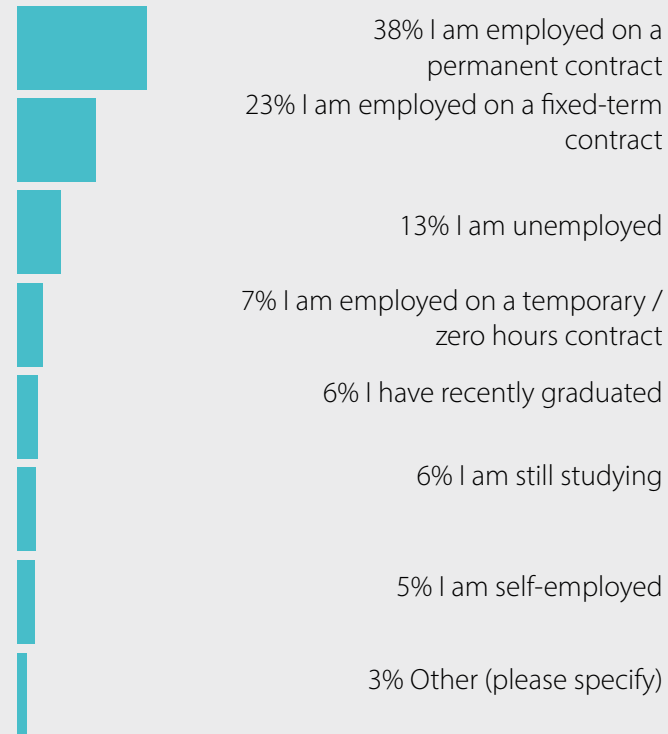


KEY FINDINGS

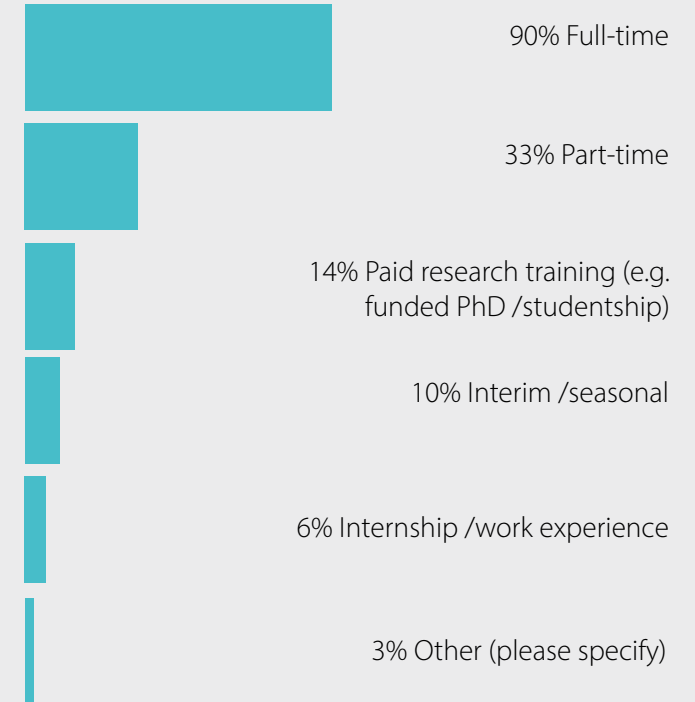
- There is a range of different work experience levels among those visiting jobs.ac.uk
- 28% of candidates have more than 20 years' work experience and 1 in 3 have more than 10 years' experience
- At the other end of the spectrum, under 1% have less than 6 months' work experience or have recently graduated

Jobseeker information

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



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



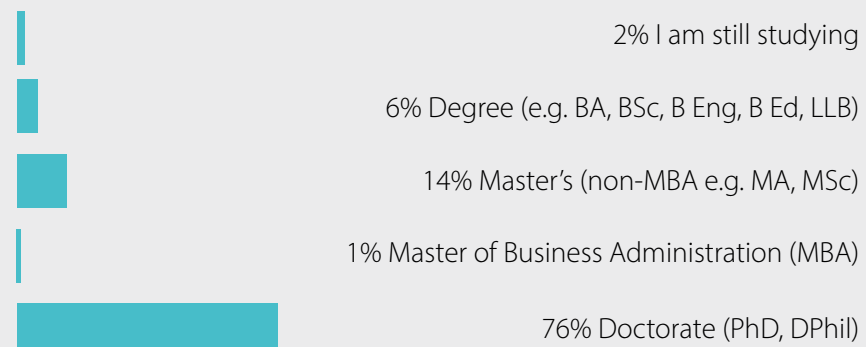
Employment preferences

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



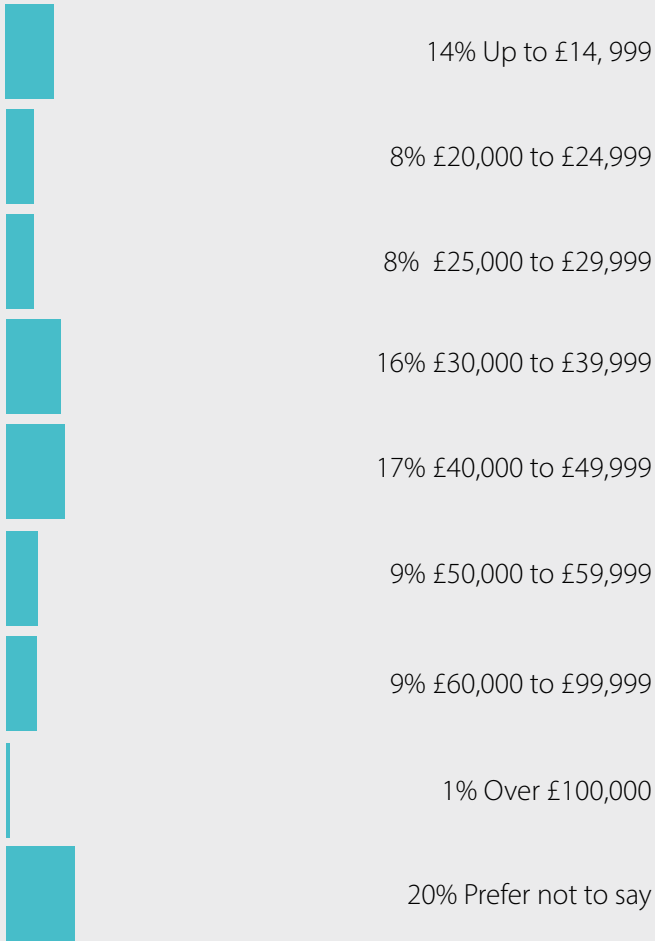
Education insights

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

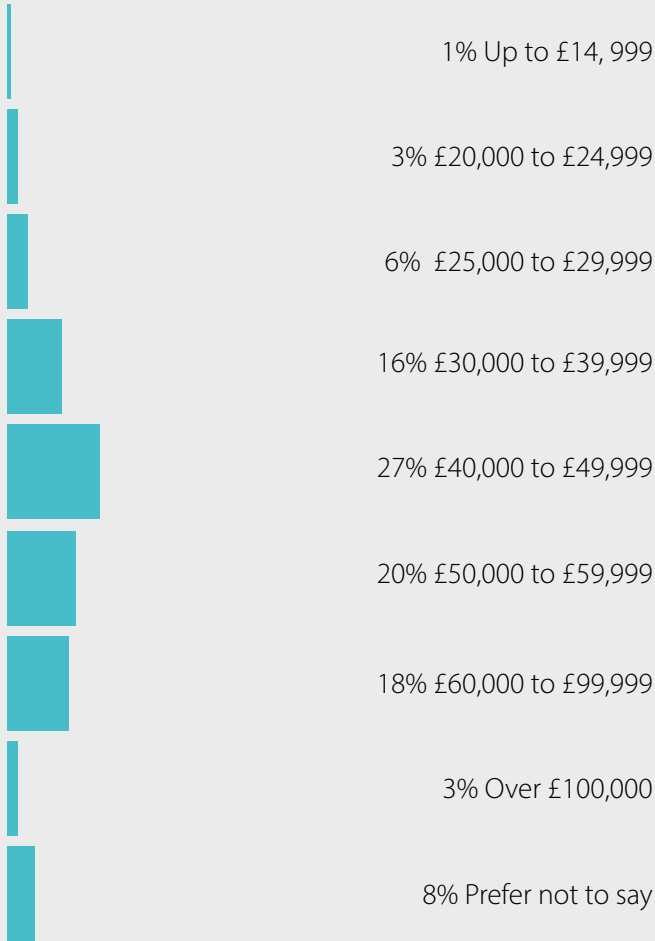


Salary
insights

WHAT IS YOUR CURRENT SALARY?
PLEASE SELECT ONE RESPONSE PERCENT

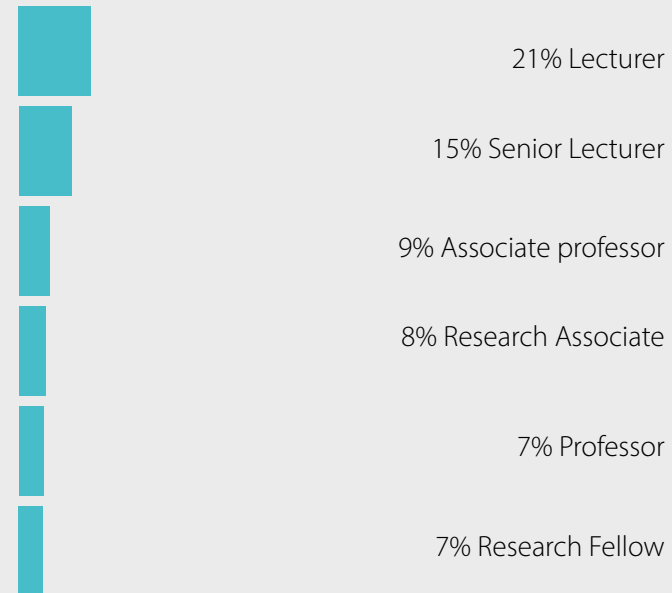


WHAT SALARY ARE YOU LOOKING FOR?
PLEASE SELECT ONE RESPONSE PERCENT



Academic insights

WHICH OF THE FOLLOWING CATEGORIES BEST FITS THE
ROLE YOU ARE LOOKING FOR?
PLEASE SELECT ONE



[FULL REPORT HERE](#)

KEY FINDINGS

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

Academic insights

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



[**FULL REPORT HERE**](#)

International Mobility

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



63% Yes



37% No

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



78% Yes



14% Maybe

KEY FINDINGS

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

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

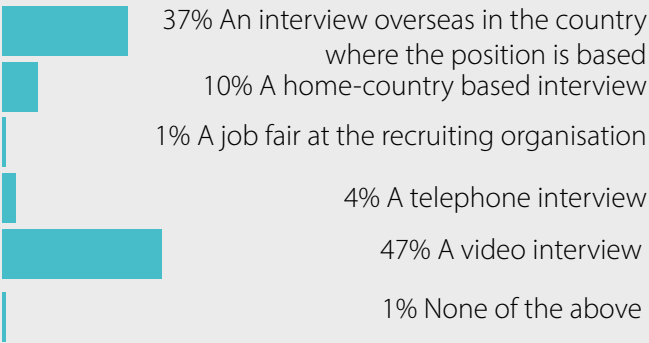


WHAT IS YOUR PREFERRED TWO-STAGE INTERVIEW PROCESS FOR AN ACADEMIC POSITION OVERSEAS? PLEASE SELECT ONE PER ROW

FIRST INTERVIEW



SECOND INTERVIEW



[FULL REPORT HERE](#)

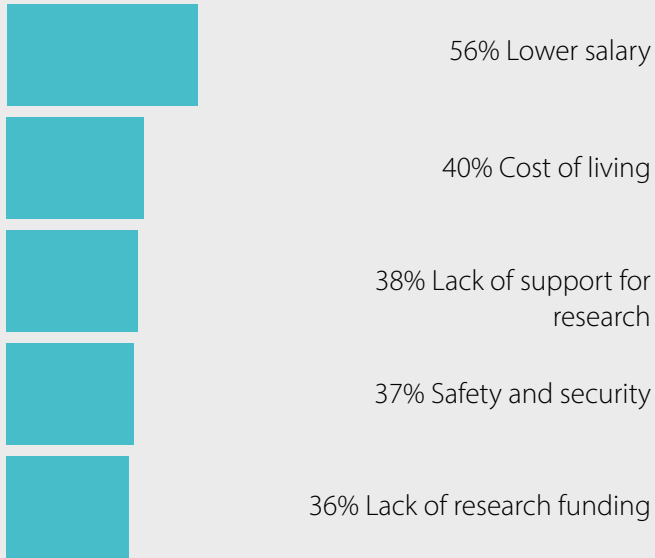
International
mobility

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



[FULL REPORT HERE](#)

TOP 5 FACTORS THAT WOULD PREVENT
JOBSEEKERS ACCEPTING A POSITION
OVERSEAS



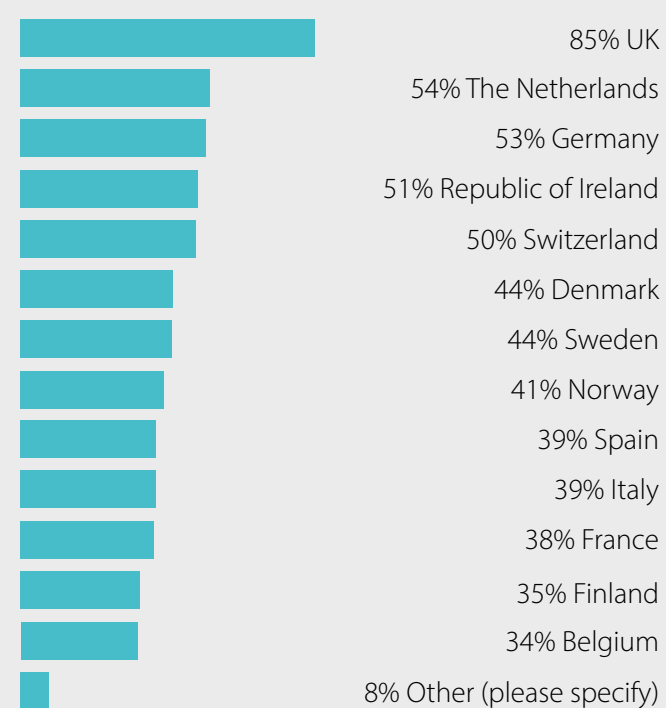
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International mobility

WOULD YOU CONSIDER WORKING IN EUROPE?



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



**International
mobility**

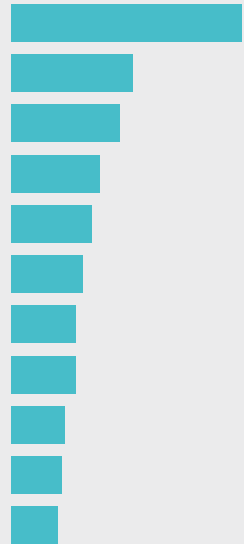
**WOULD YOU CONSIDER WORKING IN
AFRICA?**



35% Yes

23% Maybe

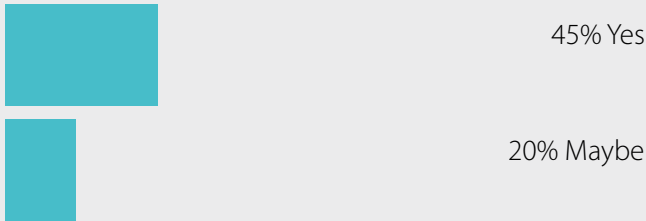
**WHICH COUNTRY WOULD YOU BE
INTERESTED TO WORK IN AFRICA?
PLEASE SELECT ALL THAT APPLY**



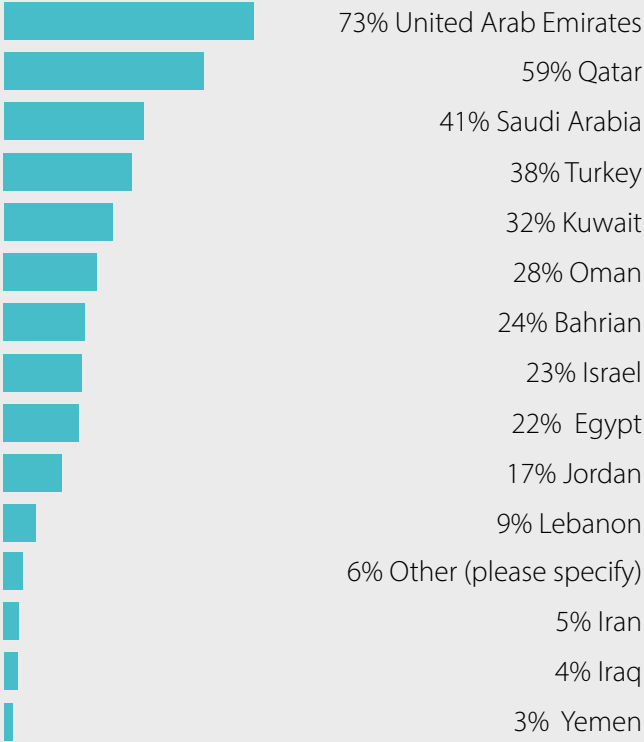
68% South Africa
36% Morocco
32% Egypt
26% Ghana
24% Nigeria
21% Tanzania
19% Tunisia
19% Ethiopia
16% Other (please specify)
15% Algeria
14% Angola

**International
mobility**

**WOULD YOU CONSIDER WORKING IN THE
MIDDLE EAST?**



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



International mobility

WOULD YOU CONSIDER WORKING IN AMERICA OR ASIA PACIFIC?

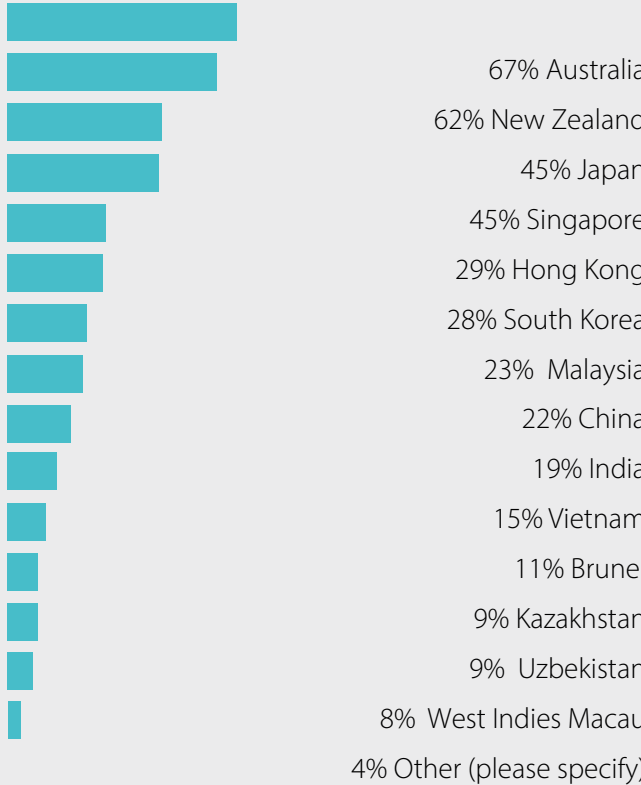


WHICH COUNTRY WOULD YOU BE INTERESTED TO WORK IN AMERICA OR ASIA PACIFIC? PLEASE SELECT ALL THAT APPLY

AMERICA



ASIA PACIFIC

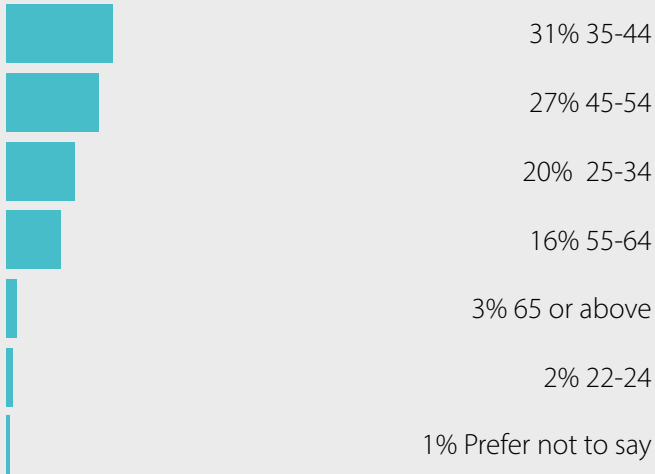


Jobseeker demographics

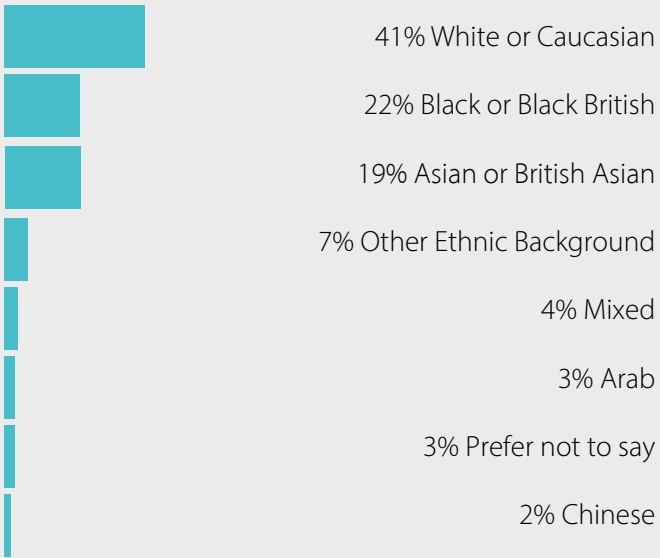
- The majority of respondents are between the ages of 25 and 54
- 11% consider themselves disabled
- 10% identify as LGBTQ+

Age groups and ethnic backgrounds

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



WHAT IS YOUR ETHNIC BACKGROUND?

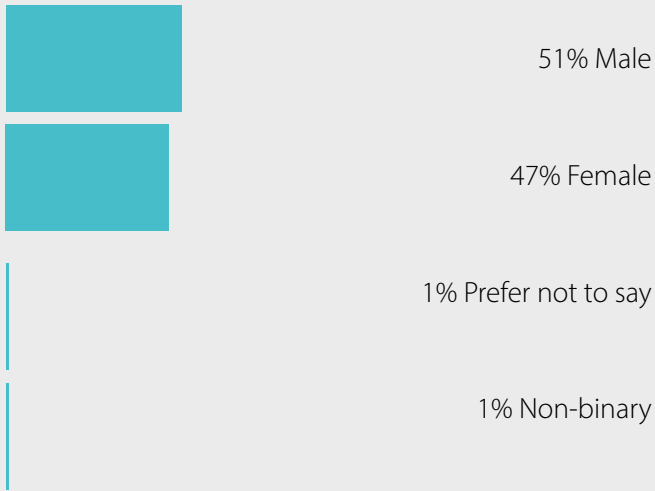


KEY FINDINGS

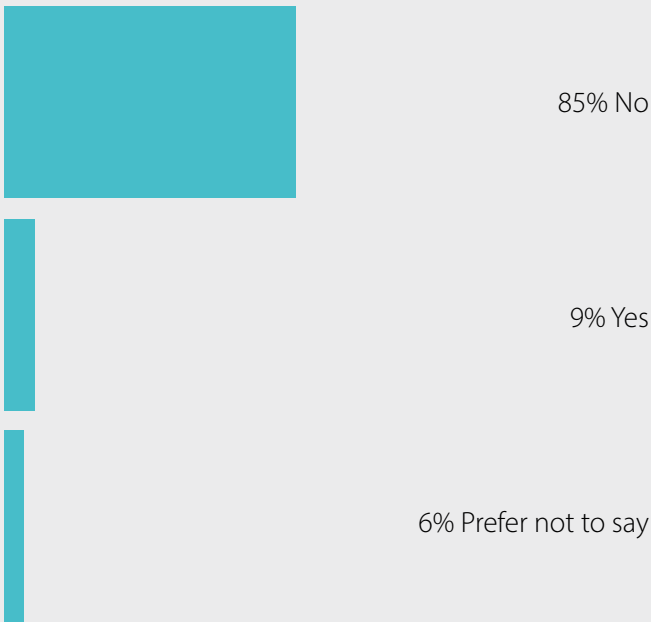
- jobs.ac.uk visitors are diverse in age, ethnic background and gender
- 98% of respondents are between the ages of 25 and 64
- 41% are Caucasian, 21% are Black, and 19% are Asian or British Asian

Gender and sexual orientation

WHAT IS YOUR GENDER? PLEASE SELECT ONE



DO YOU IDENTIFY AS LGBTQ+?



KEY FINDINGS

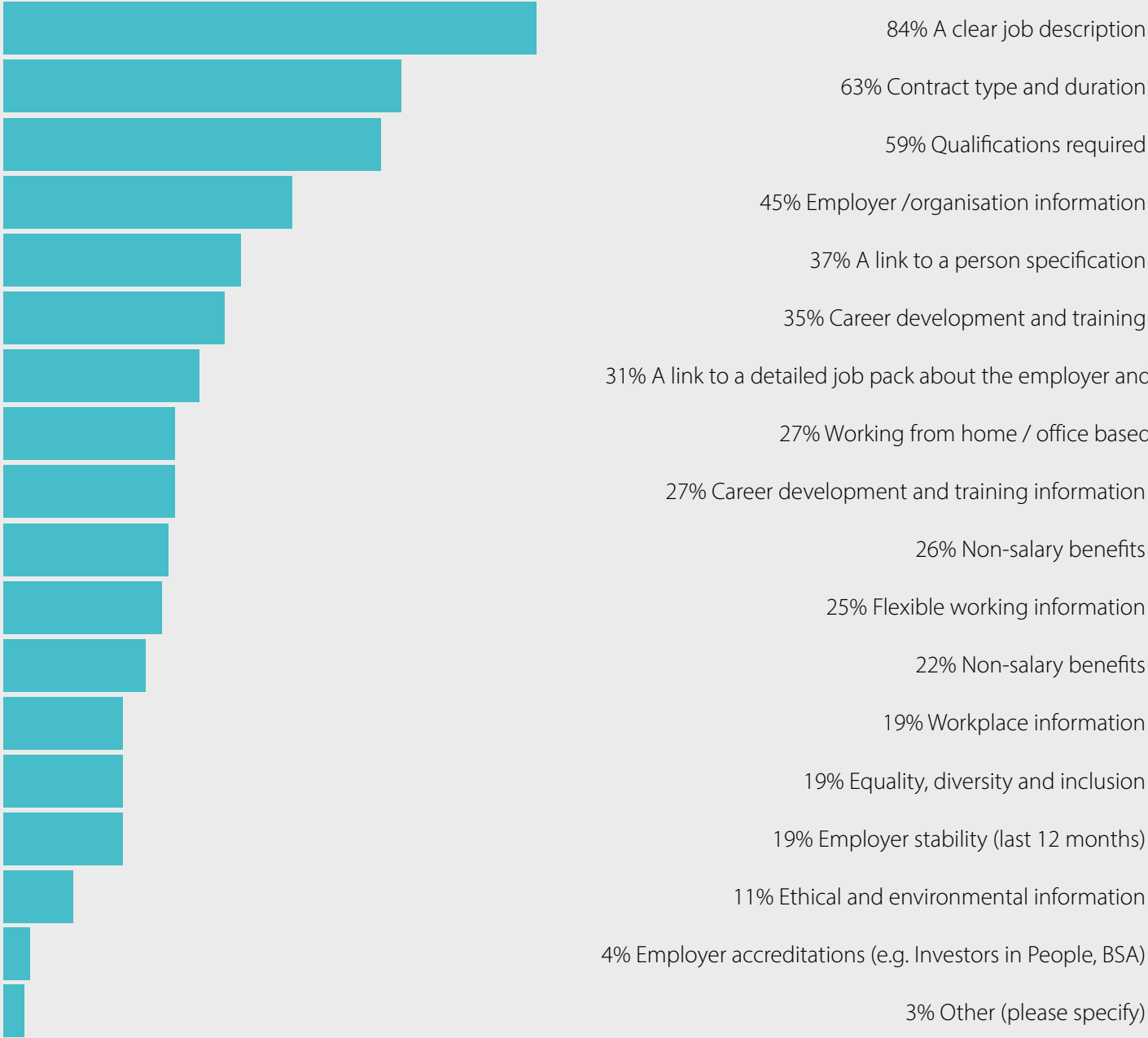
- 1 in 10 jobseekers identify as LGBTQ+

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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



[BACK TO REPORT](#)

**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

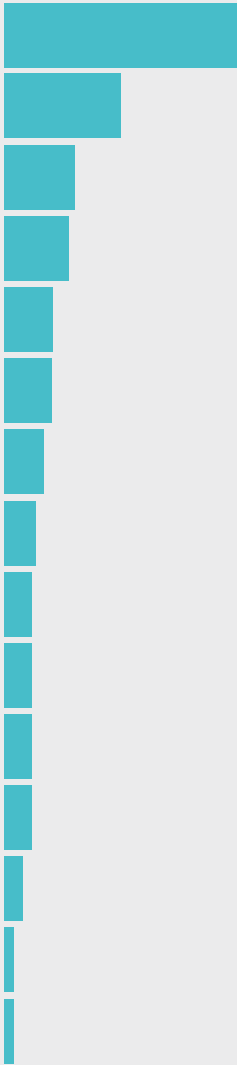
10% No contact information in job advert

7% Paper application forms

2% An advert that shows multiple vacancies

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



- 30% Career progression /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

[BACK TO REPORT](#)

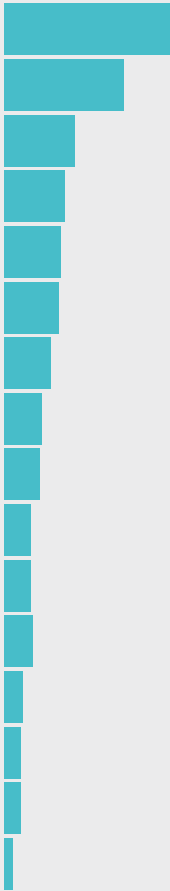
WHICH OF THE
FOLLOWING DISCIPLINES
ARE YOU LOOKING FOR
JOBS IN? PLEASE SELECT
ALL THAT APPLY



- 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

[BACK TO REPORT](#)

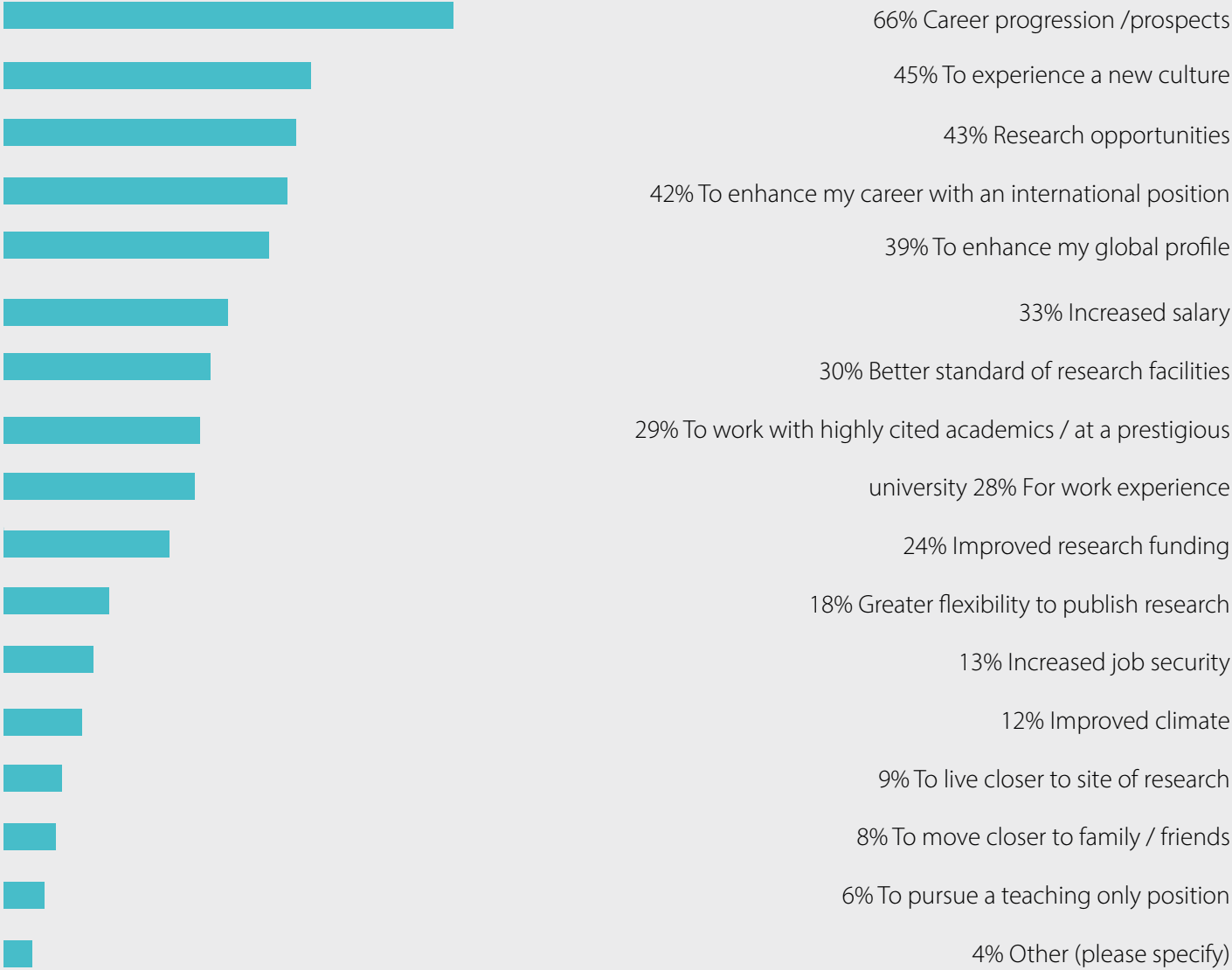
WHICH OF THE FOLLOWING BEST DESCRIBES THE LEVEL OF ROLE THAT YOU ARE LOOKING FOR IN PROFESSIONAL SERVICES OR SKILLED TRADES? PLEASE SELECT ALL THAT APPLY



- 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

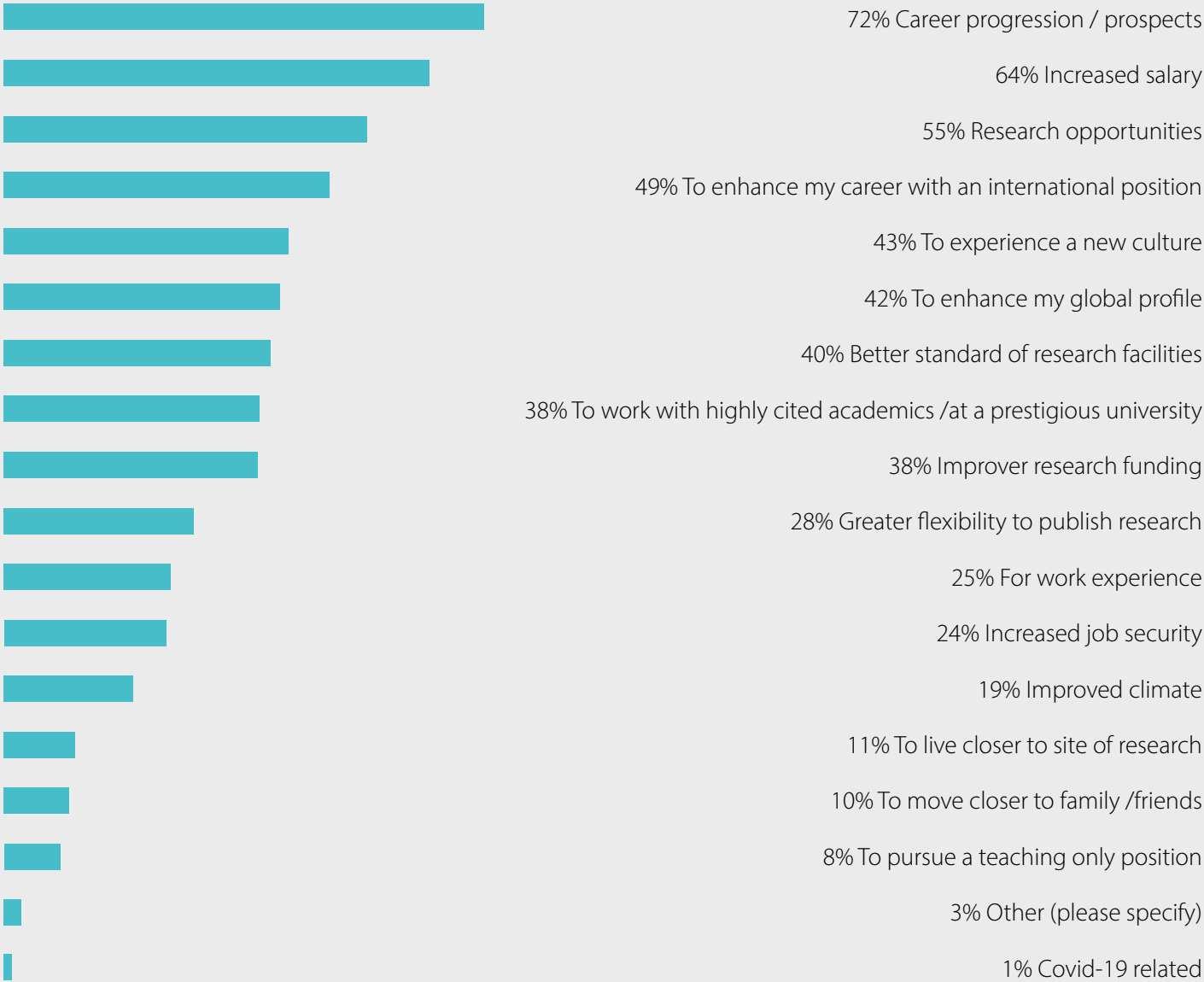
[BACK TO REPORT](#)

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



[BACK TO REPORT](#)

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



[BACK TO REPORT](#)

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



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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.

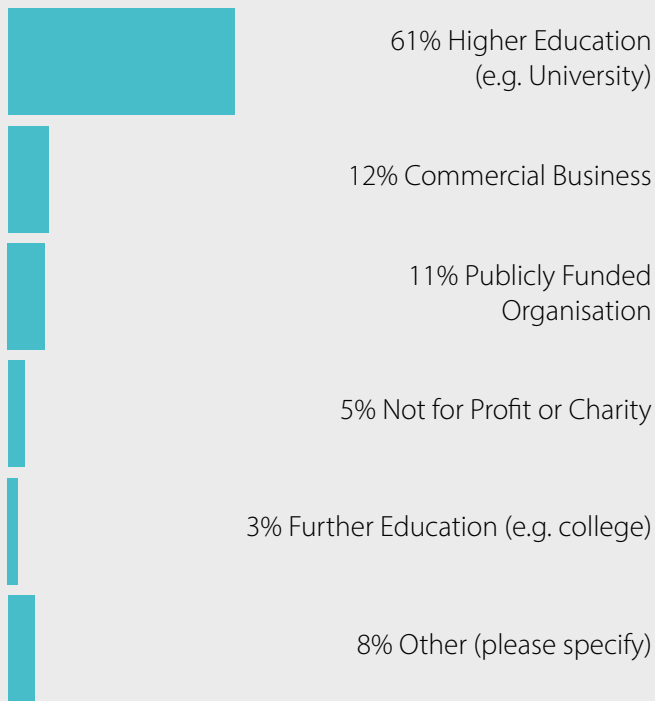
For support and guidance on getting the most out of your job advert, please get in touch on enquiries@jobs.ac.uk

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



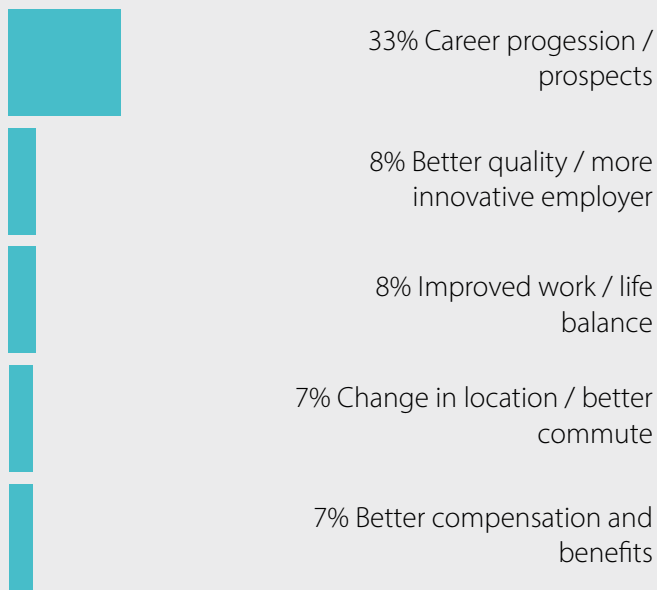
General insights

WHAT TYPE OF EMPLOYER ARE YOU LOOKING FOR?



[FULL REPORT HERE](#)

TOP 5 REASONS WHY RESPONDENTS ARE SEEKING A NEW JOB

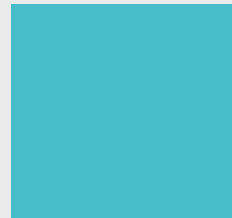


KEY FINDINGS

- 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...



66% Contains all the job details, including job description and person specification

45% Has a short description with a detailed description attached

43% Contains information about the employer as well as the role

[FULL REPORT HERE](#)

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



47% Qualifications required

47% Working from home / office based working policy and expectations

41% A link to the person specification

40% Employer / organisation information

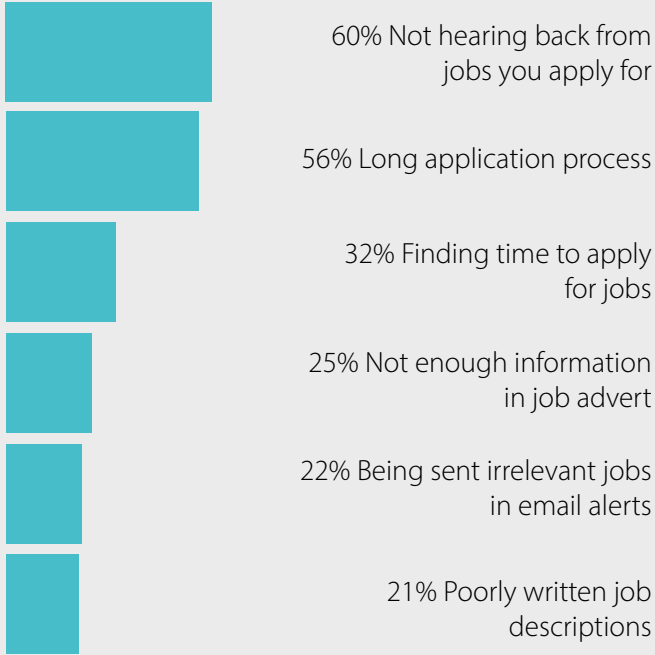
35% Flexible working information (e.g. compressed hours, flexitime, unpaid leave, job share)

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?



[FULL REPORT HERE](#)

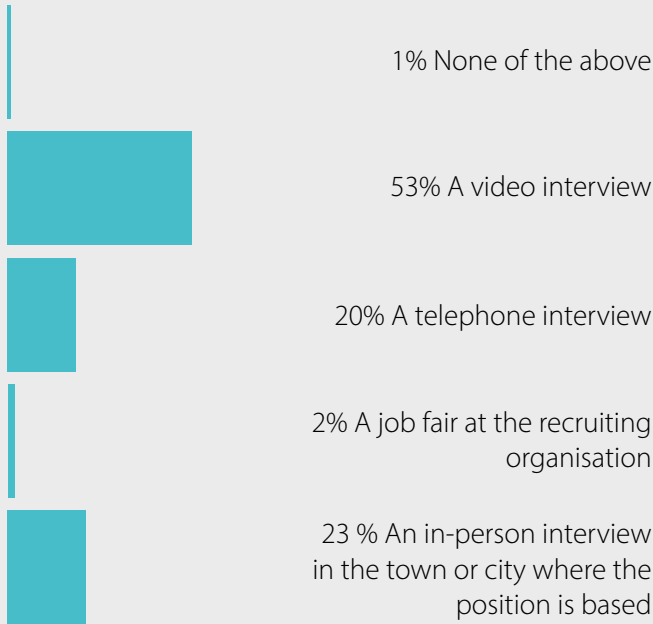
KEY FINDINGS

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

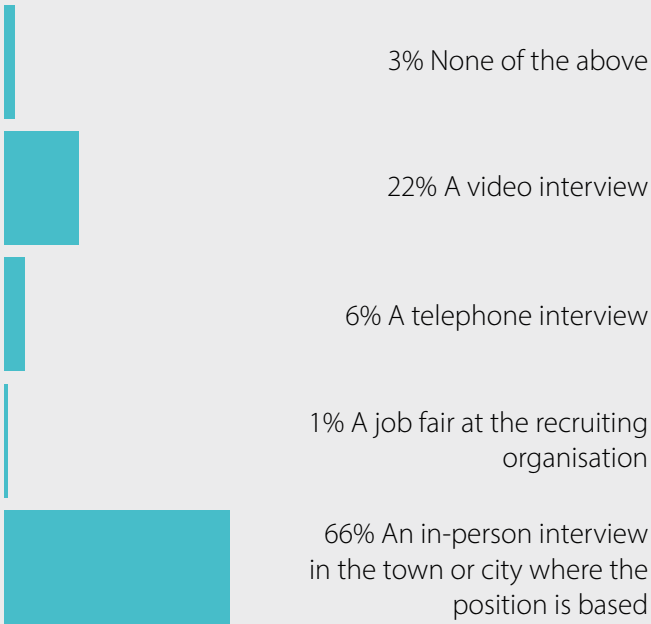
Job interview preferences

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

FIRST INTERVIEW



SECOND INTERVIEW

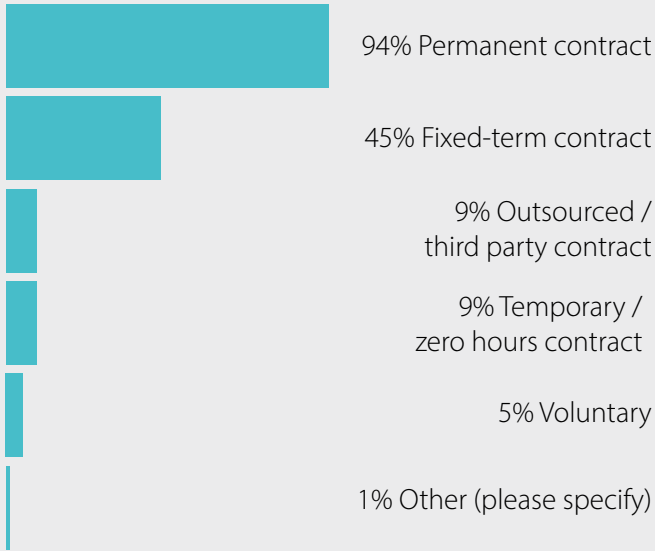


KEY FINDINGS

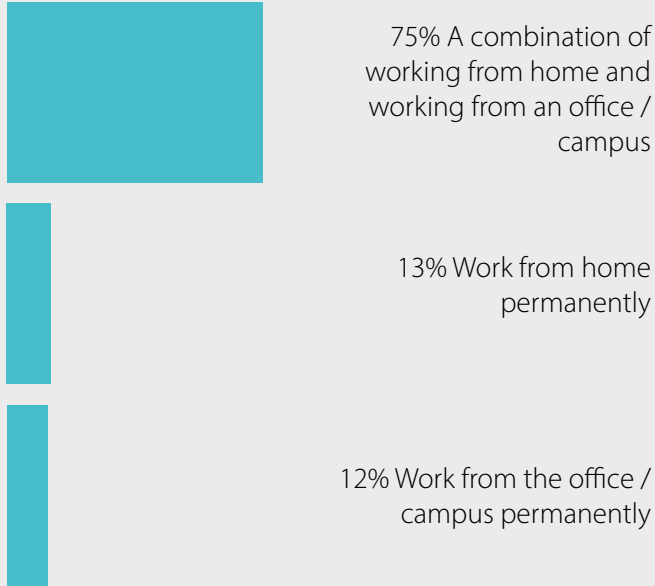
- The majority of respondents would prefer video interviews for the first interview for local jobs

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?



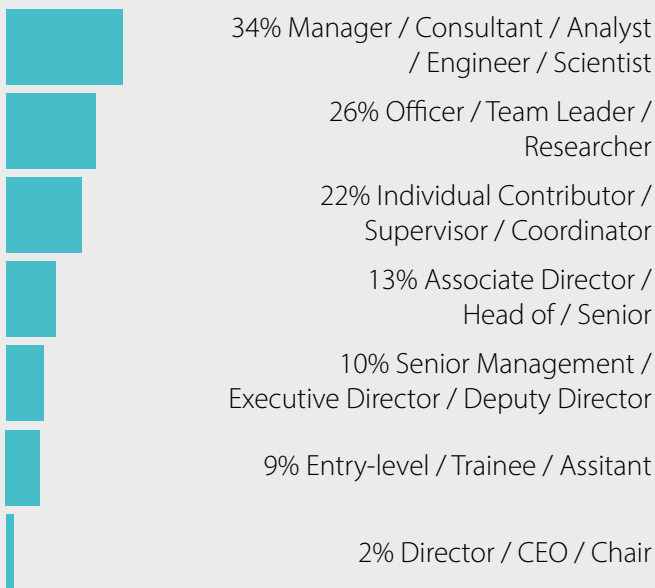
KEY FINDINGS

- 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

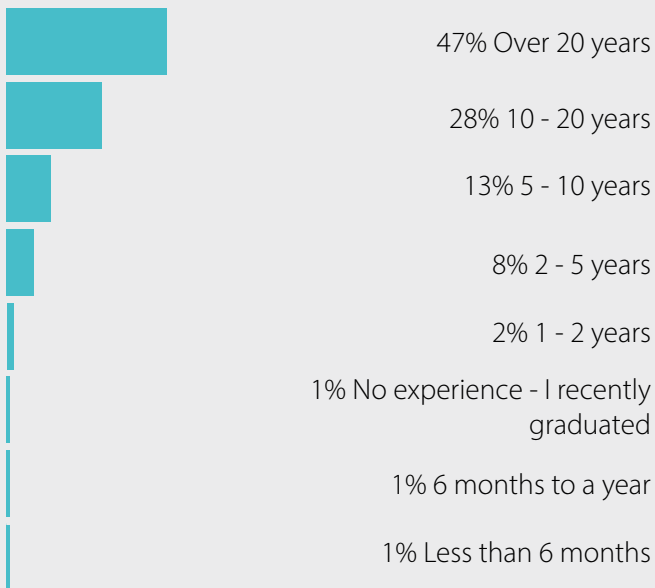
Level of experience

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

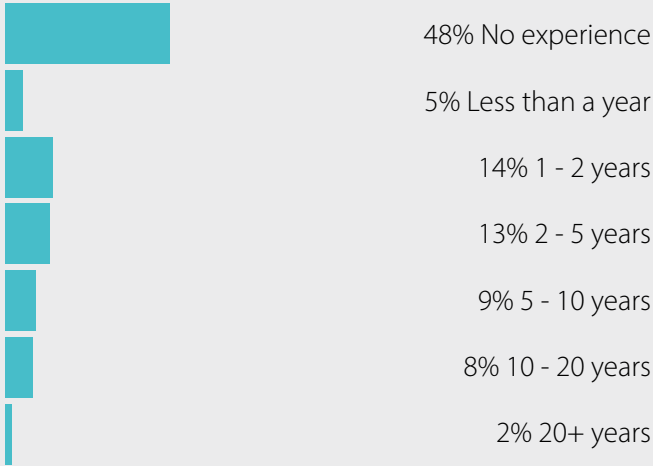
Professional work experience

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

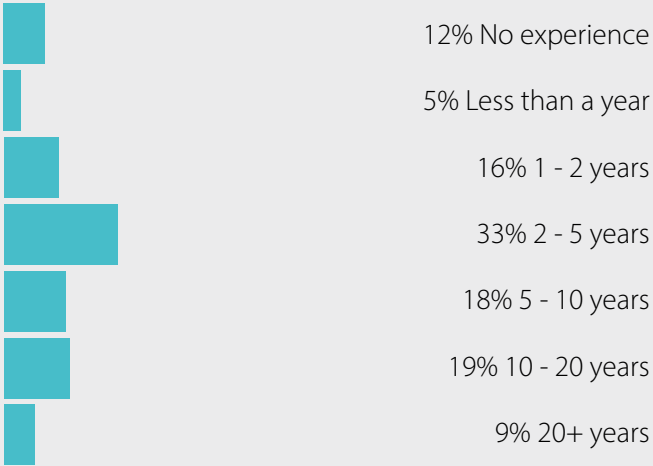
HIGHER EDUCATION



FURTHER EDUCATION



PRIVATE SECTOR (NON-ACADEMIA)



PUBLIC SECTOR (NON-ACADEMIA)

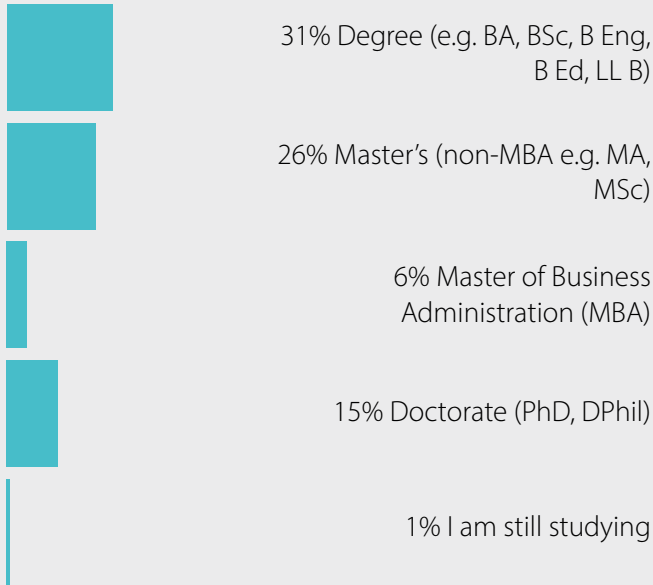


Qualification levels and employer preferences

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



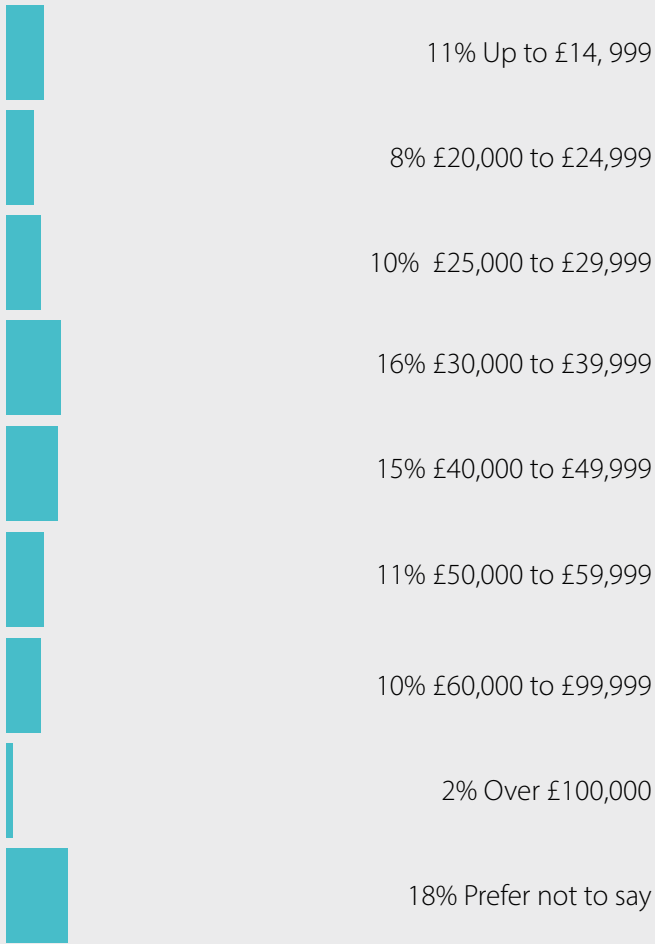
WHAT IS YOUR HIGHEST LEVEL OF
QUALIFICATION?
PLEASE SELECT ONE



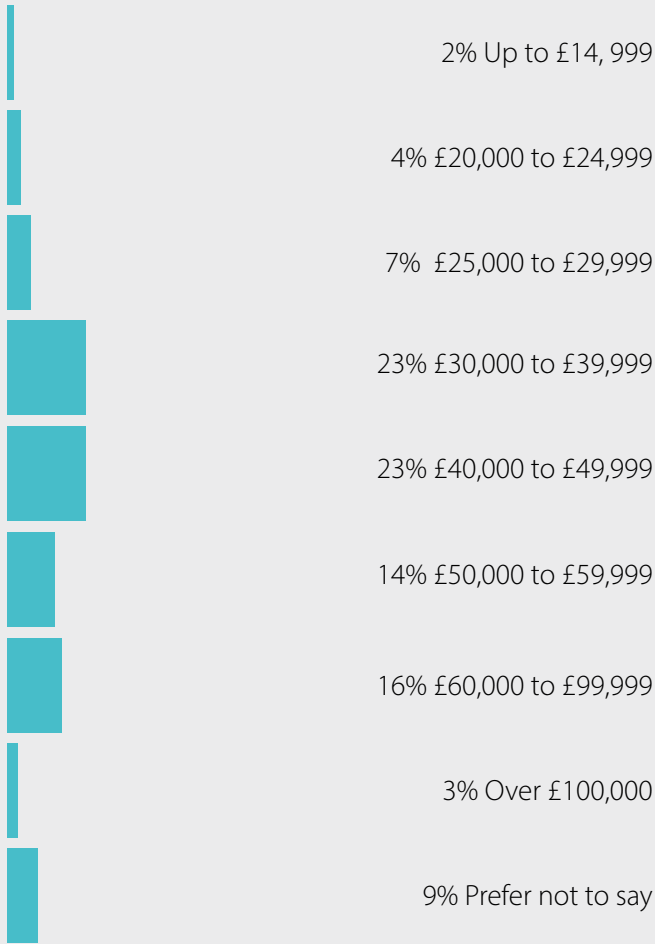
[FULL REPORT HERE](#)

Salary
insights

WHAT IS YOUR CURRENT SALARY?
PLEASE SELECT ONE RESPONSE PERCENT

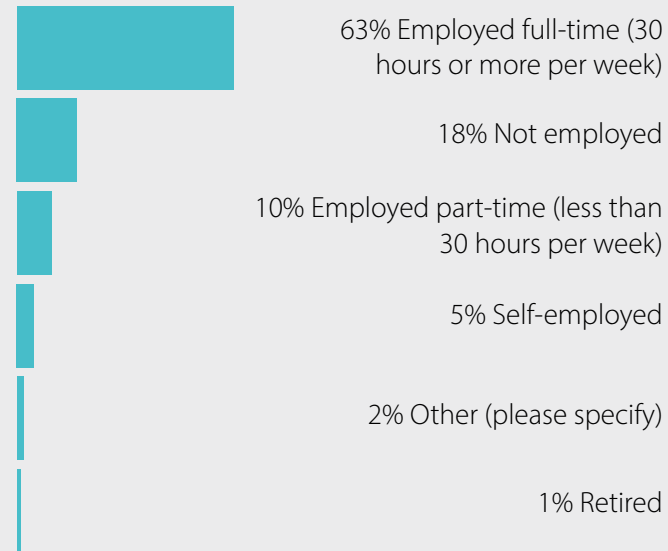


WHAT SALARY ARE YOU LOOKING FOR?
PLEASE SELECT ONE RESPONSE PERCENT

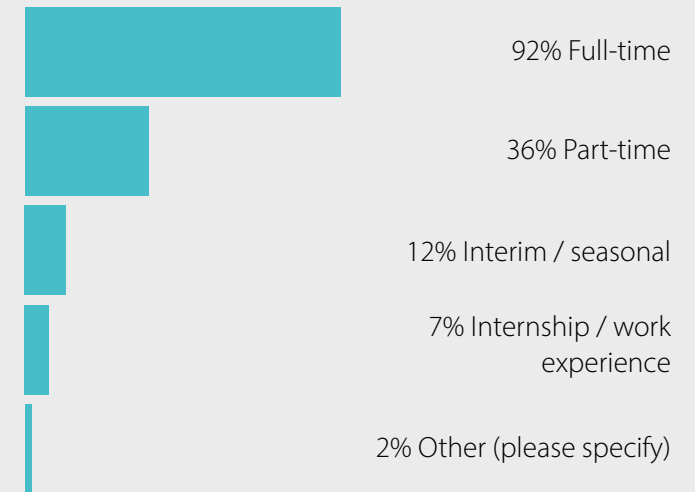


Jobseeker preferences

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

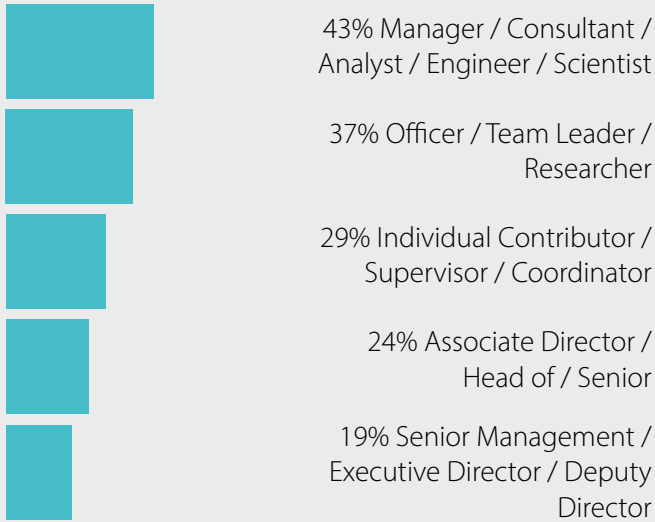


WHAT TYPE(S) OF JOB ARE YOU LOOKING FOR / WOULD YOU BE LOOKING FOR?



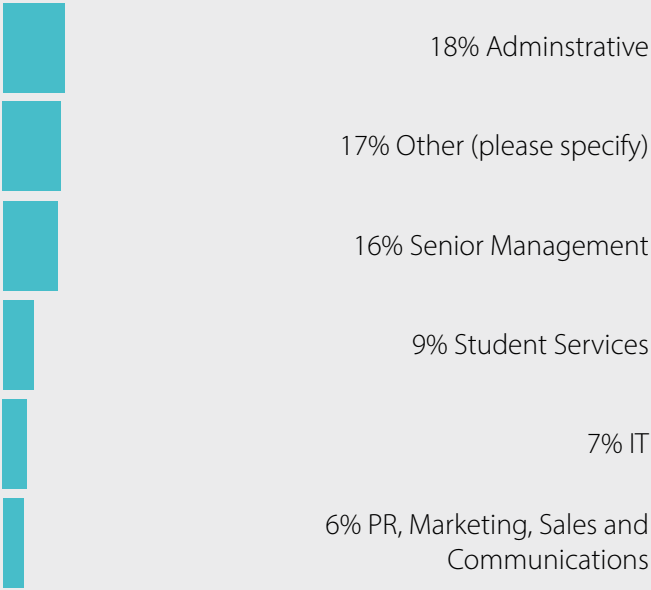
Employment preferences

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



[FULL REPORT HERE](#)

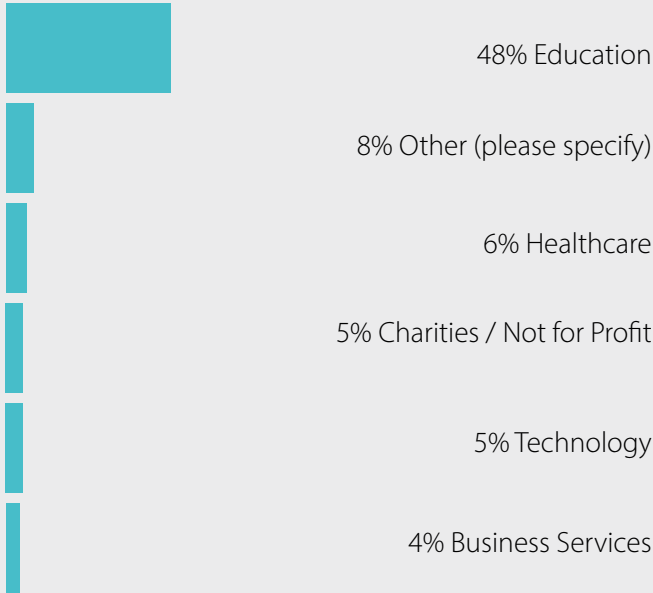
WHICH OF THESE BEST DESCRIBES THE AREA YOU WANT TO WORK?



[FULL REPORT HERE](#)

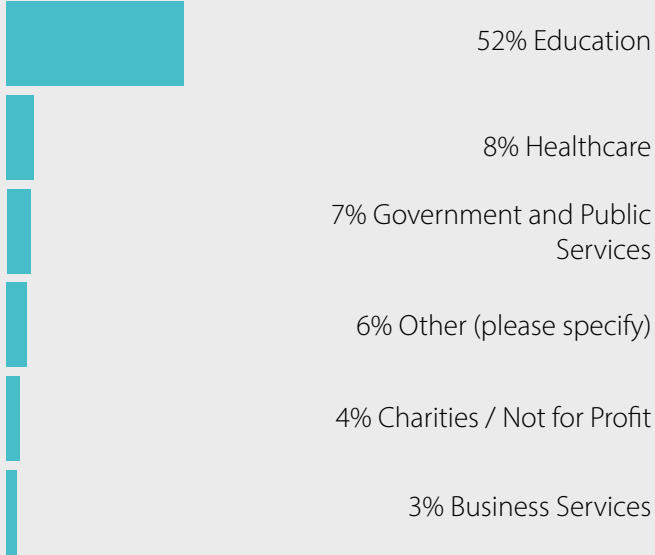
Industry and sector preferences

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



[FULL REPORT HERE](#)

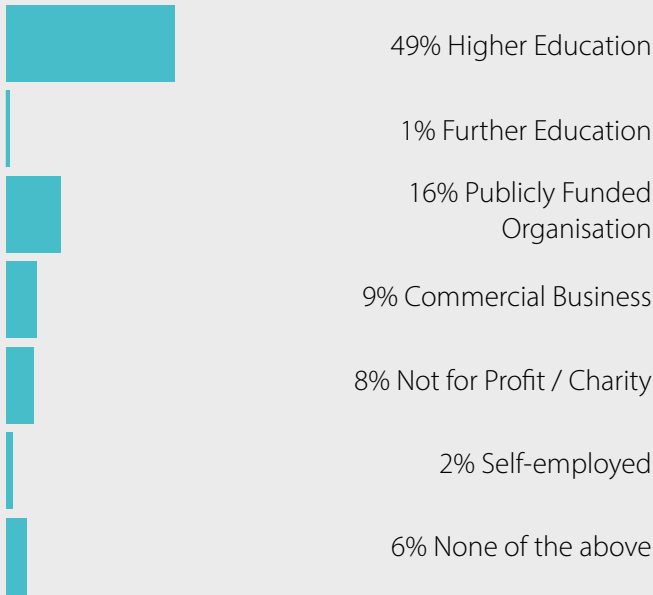
IN WHICH INDUSTRY OR SECTOR DOES YOUR CURRENT OR MOST RECENT EMPLOYER OPERATE?



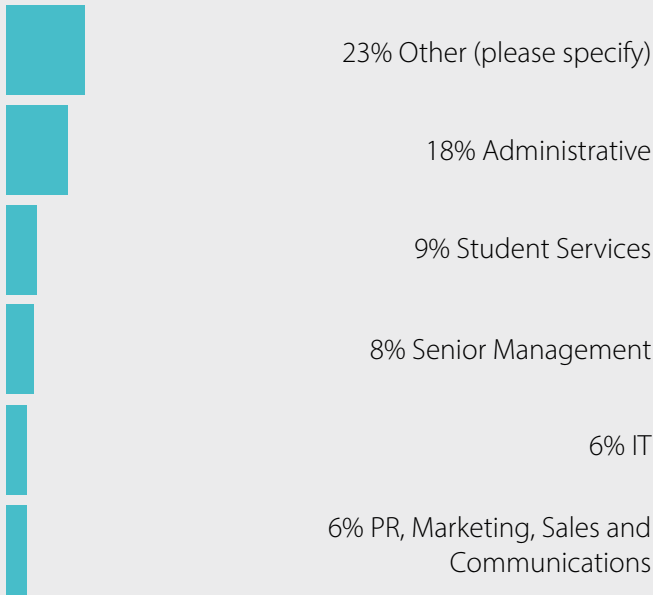
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Recent roles and employers

WHICH BEST DESCRIBES YOUR CURRENT OR MOST RECENT EMPLOYER?



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



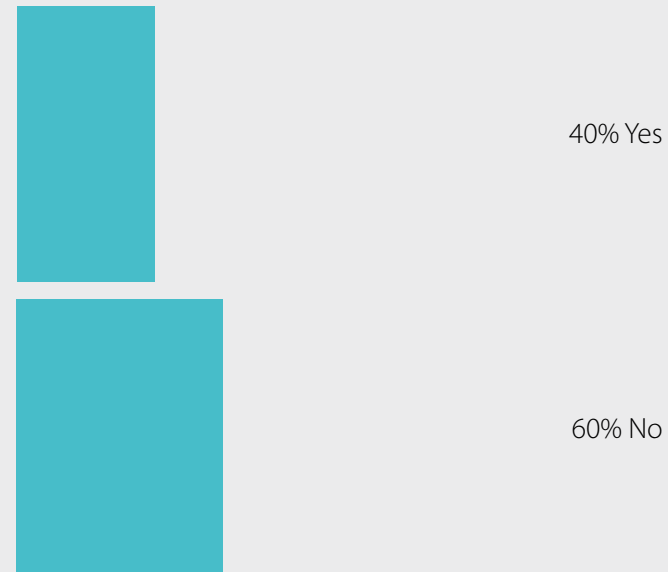
[FULL REPORT HERE](#)

KEY FINDINGS

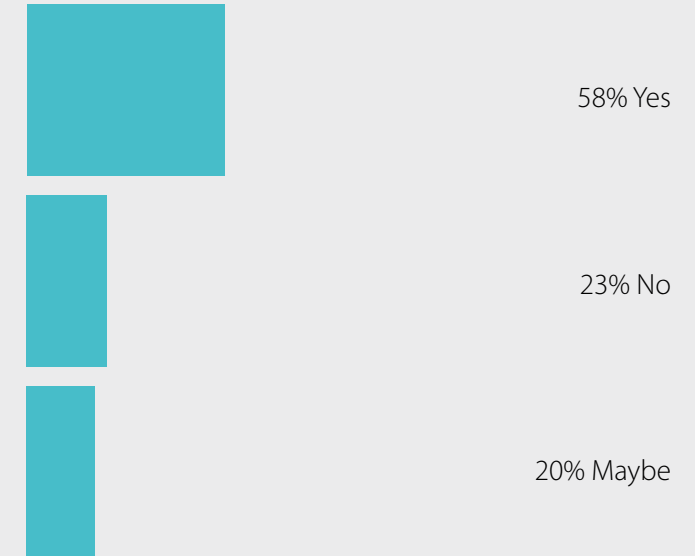
- 34% of professional jobseekers are in a managerial role, followed by 26% in an Officer or Team Leader role

International mobility

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



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



KEY FINDINGS

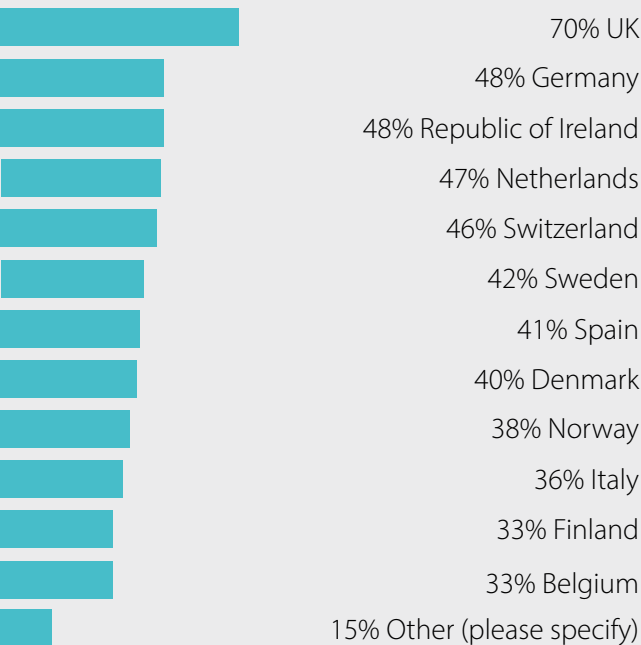
- 78% of professional jobseekers would consider relocating to another country for the right position
- Over 64% of our jobseekers are from the UK and Europe
- English is the native language for the majority of our jobseekers, followed by Hindi. French, Hindi, and Spanish are the top 3 languages our jobseekers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

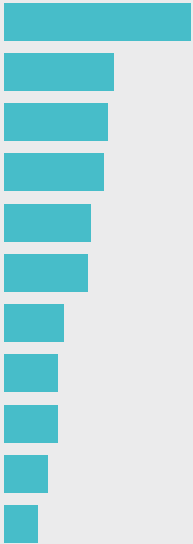
WOULD YOU CONSIDER WORKING IN
AFRICA?



28% Yes

27% Maybe

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



56% South Africa

33% Morocco

31% Ghana

30% Egypt

26% Nigeria

25% Tanzania

18% Other (please specify)

16% Tunisia

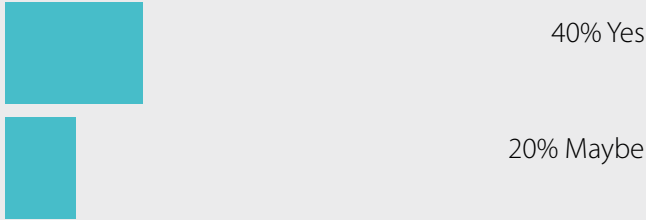
16% Ethiopia

13% Algeria

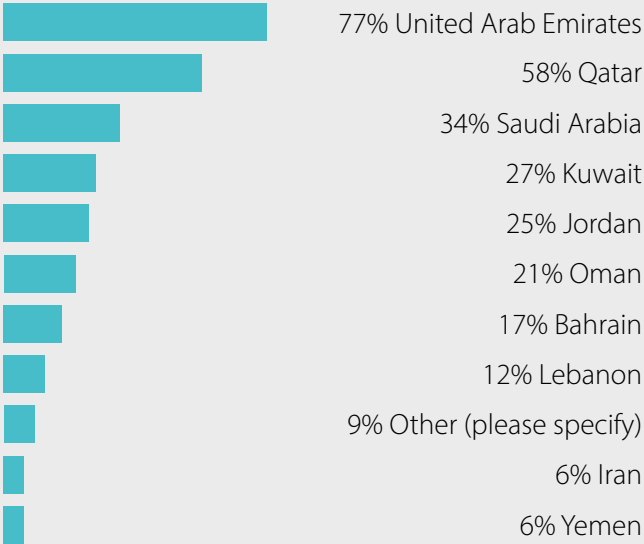
13% Angola

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?

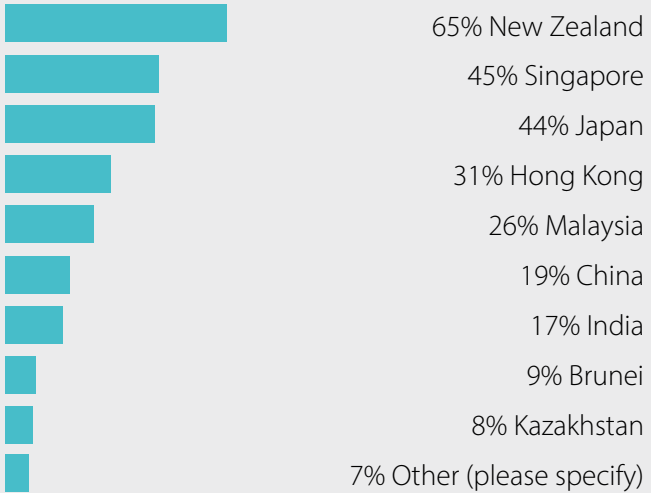


WHICH COUNTRY WOULD YOU BE
INTERESTED TO WORK IN IN AMERICA OR
ASIA PACIFIC?
PLEASE SELECT ALL THAT APPLY

AMERICA



ASIA PACIFIC



International mobility

WHAT MADE YOU DECIDE TO WORK ABROAD? TOP 6 RESPONSES



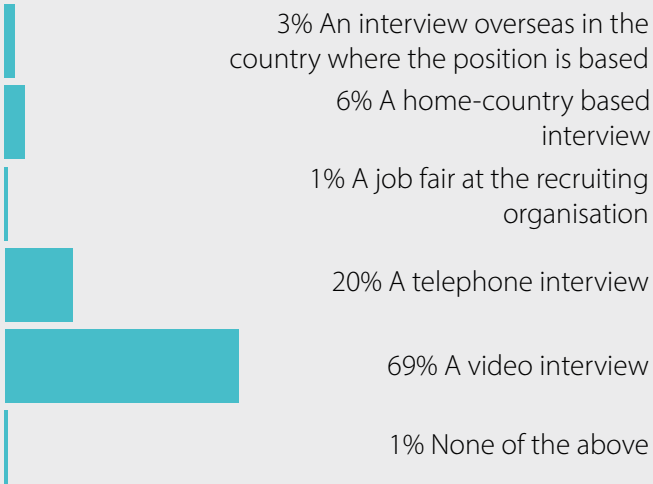
[FULL REPORT HERE](#)

KEY FINDINGS

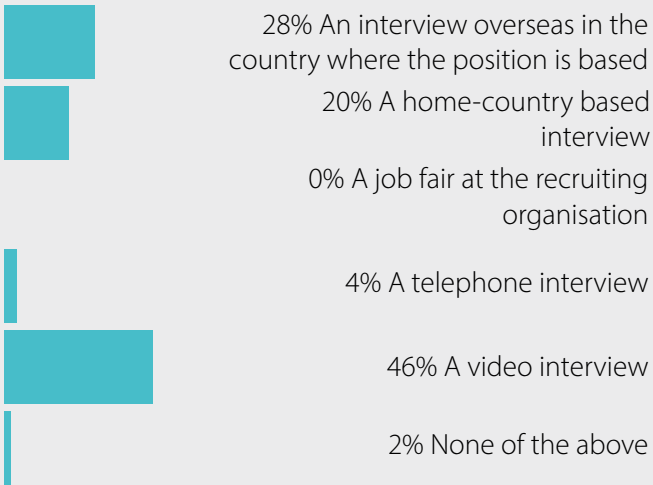
- 50% of professionals decided to work abroad to enhance their career

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

FIRST INTERVIEW



SECOND INTERVIEW



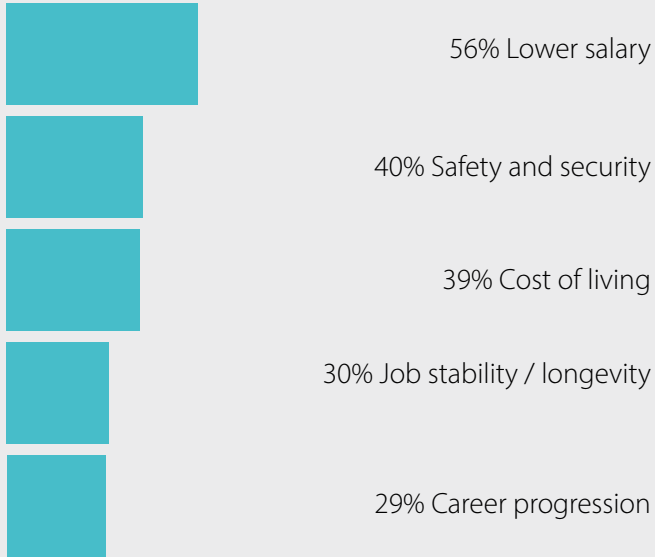
International mobility

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



[FULL REPORT HERE](#)

TOP 5 FACTORS THAT WOULD PREVENT JOBSEEKERS ACCEPTING A POSITION OVERSEAS

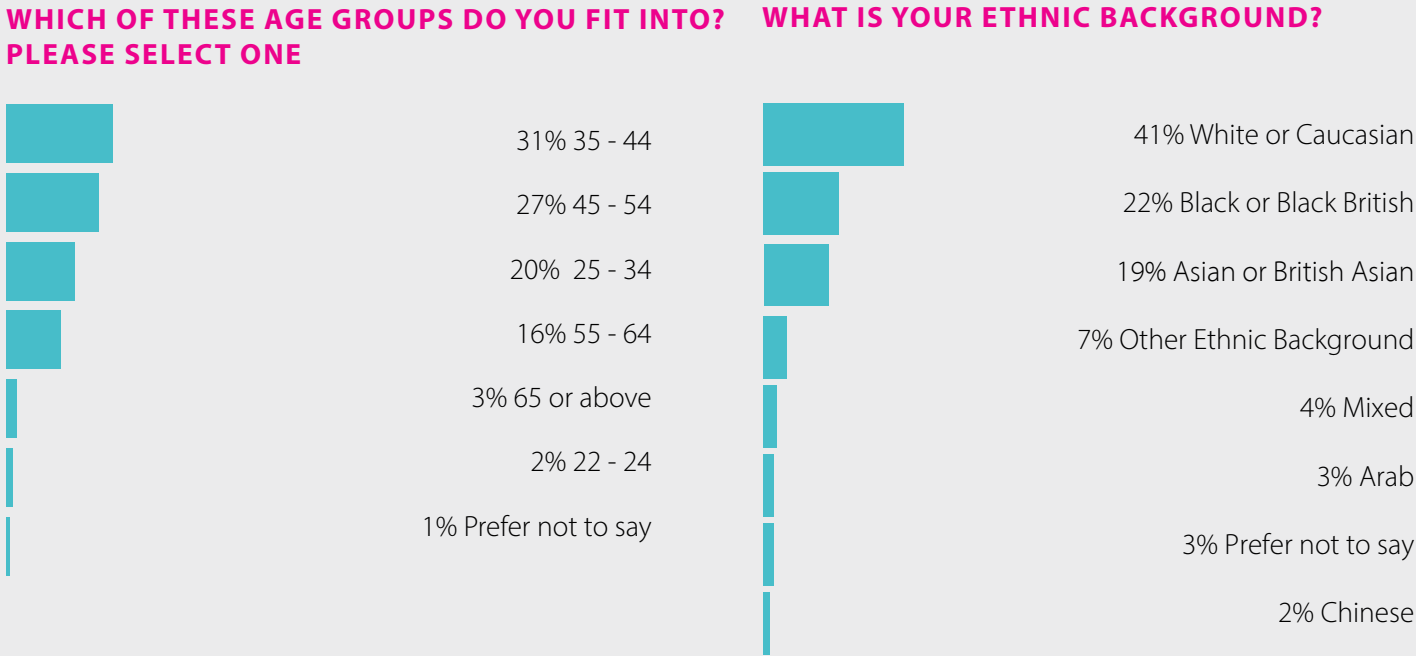


[FULL REPORT HERE](#)

Jobseeker demographics

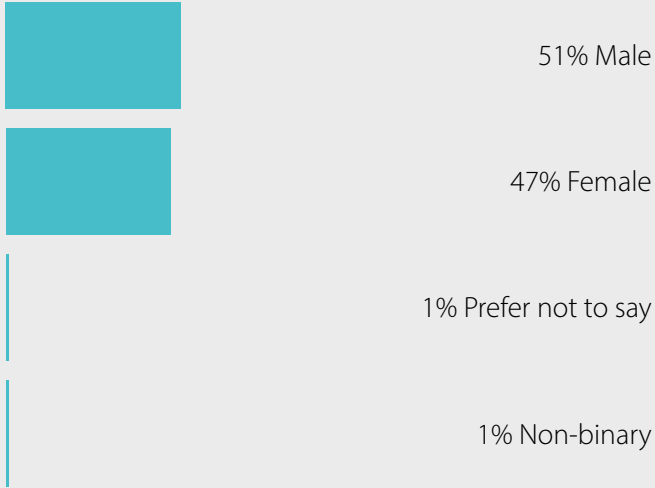
- The majority of respondents are between the ages of 25 and 54
- 11% consider themselves disabled
- 10% identify as LGBTQ+

Age groups and ethnic backgrounds

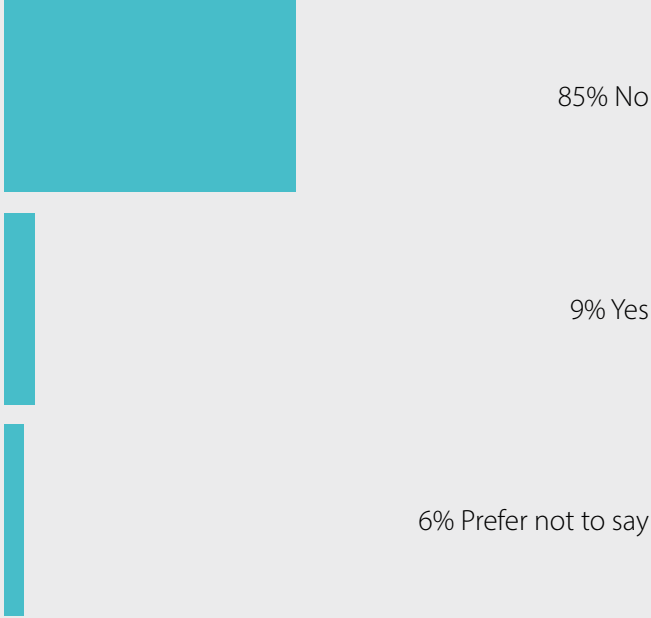


Gender and sexual orientation

WHAT IS YOUR GENDER?
PLEASE SELECT ONE



DO YOU IDENTIFY AS LGBTQ+?

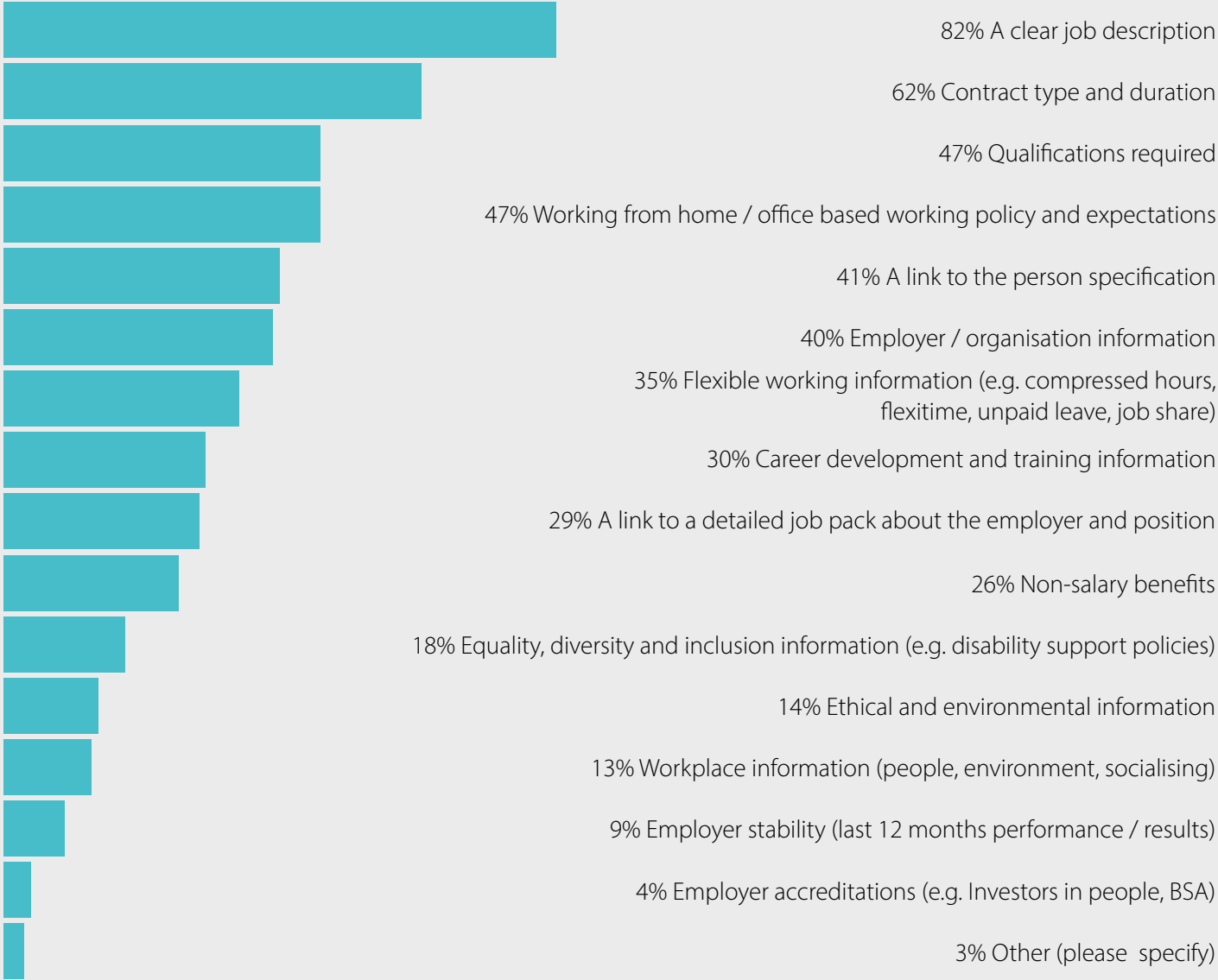


jobs.ac.uk

Great jobs for bright people

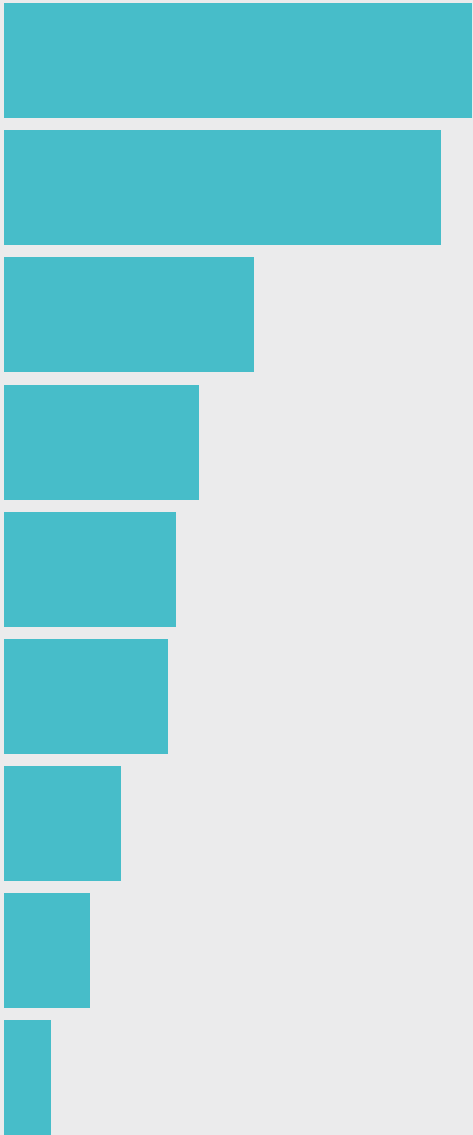
Appendix

**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**



60% 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

22% Being sent irrelevant jobs in email alerts

21% Poorly written job descriptions

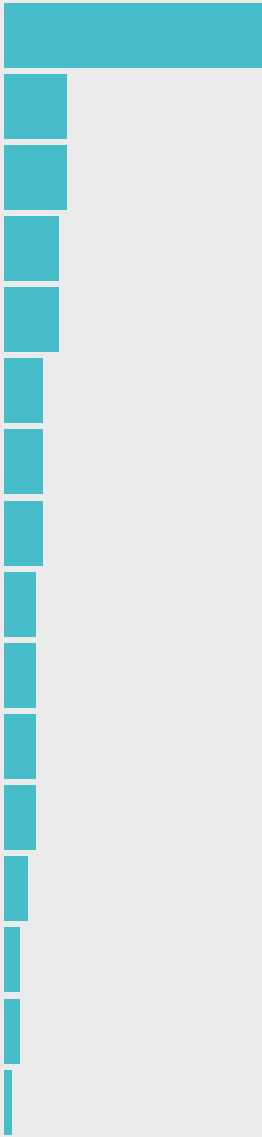
15% Out-of-date jobs

11% No contact information in job advert

6% Paper application forms

[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

[BACK TO REPORT](#)

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

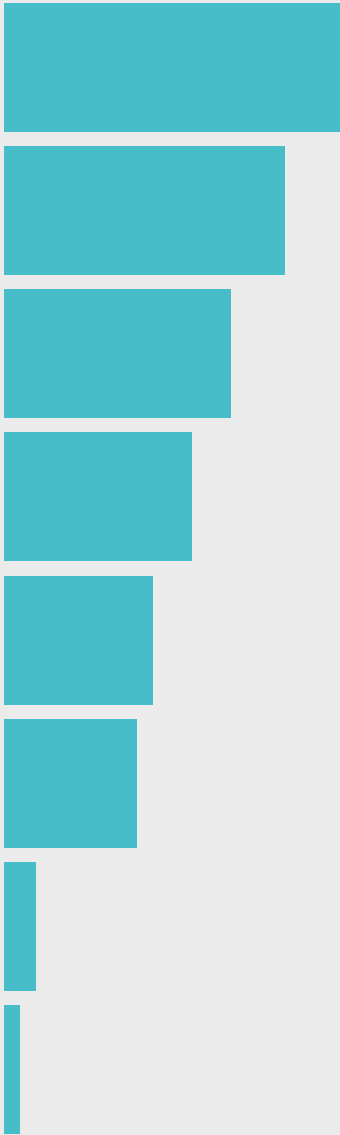
3% Property and Maintenance

1% Sports and Leisure

1% Fundraising and Alumni

[BACK TO REPORT](#)

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

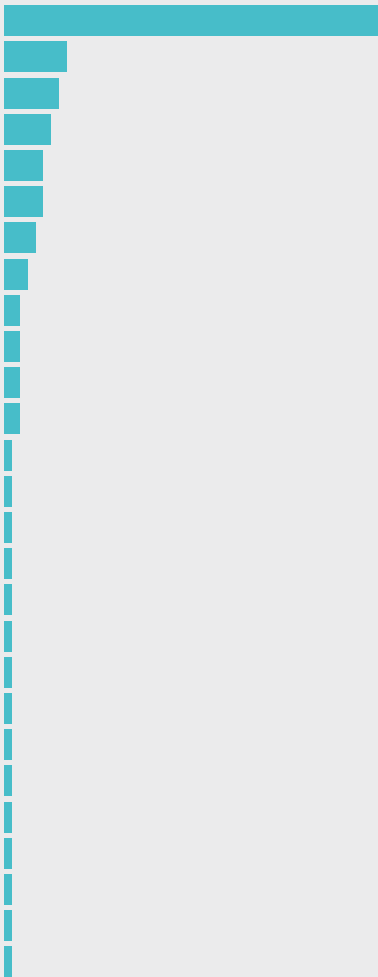
17% Entry-level / Trainee / Assistant

4% Director / CEO / Chair

2% Apprentice / Intern

[BACK TO REPORT](#)

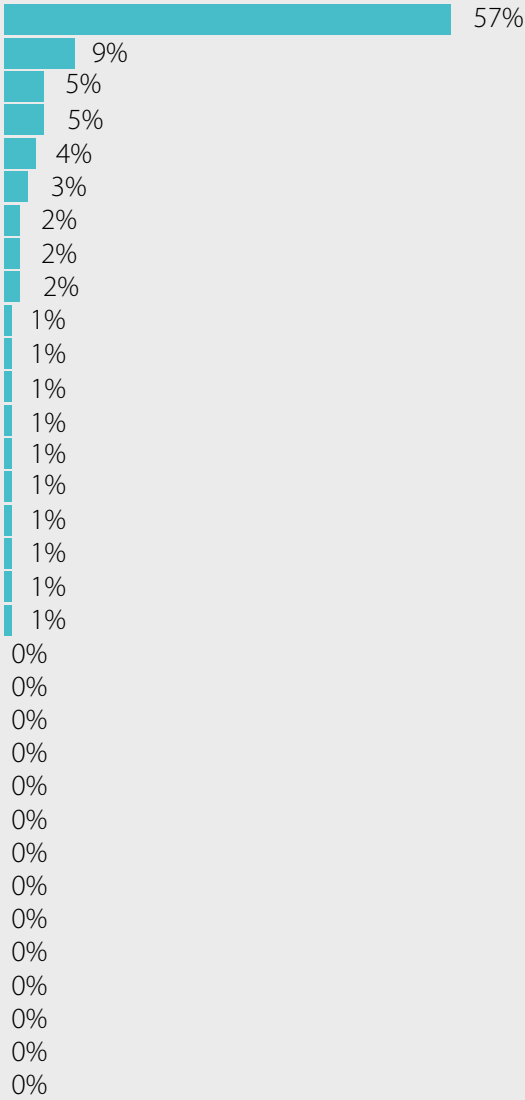
IN WHICH INDUSTRY OR
SECTOR ARE YOU MOST
INTERESTED IN LOOKING
FOR A JOB?
PLEASE SELECT ONE



| | |
|-----|--|
| 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 |

[BACK TO REPORT](#)

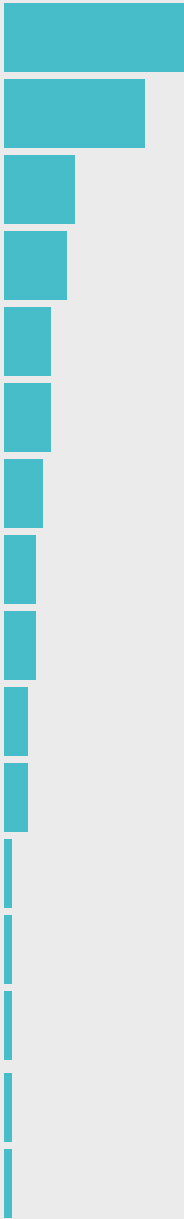
IN WHICH INDUSTRY OR
SECTOR ARE YOU MOST
INTERESTED IN LOOKING
FOR A JOB?
PLEASE SELECT ONE



- Healthcare
- Government and Public Services
- Technology
- Business Services
- Media and Entertainment
- Hospitality and Leisure
- Telecommunications
- Real Estate
- Aerospace and Defence
- Oil and Gas
- Asset and Wealth Management
- Insurance
- Sovereign Investment Funds
- Utilities, Energy and Extraction
- Transport and Logistics
- Private Equity
- Chemicals

[BACK TO REPORT](#)

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

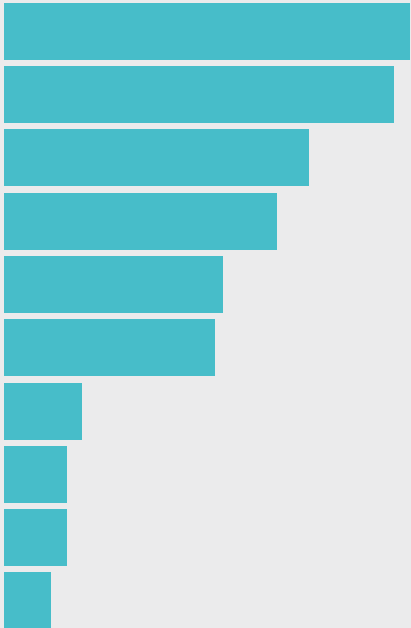
1% Fundraising and Alumni

1% Property and Maintenance

1% Sports and Leisure

[BACK TO REPORT](#)

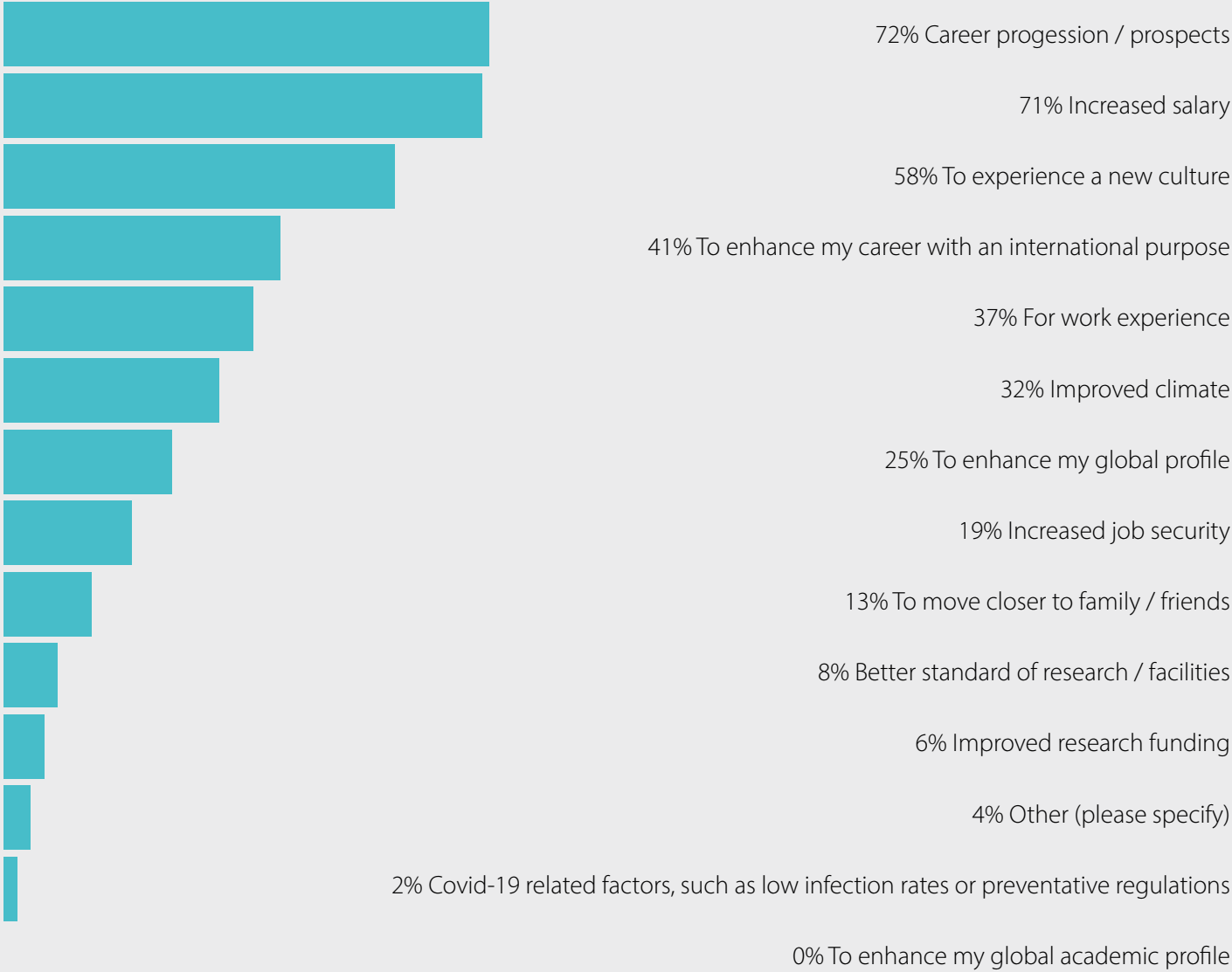
WHAT MADE YOU DECIDE
TO WORK ABROAD?
PLEASE SELECT ALL THAT
APPLY



- 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

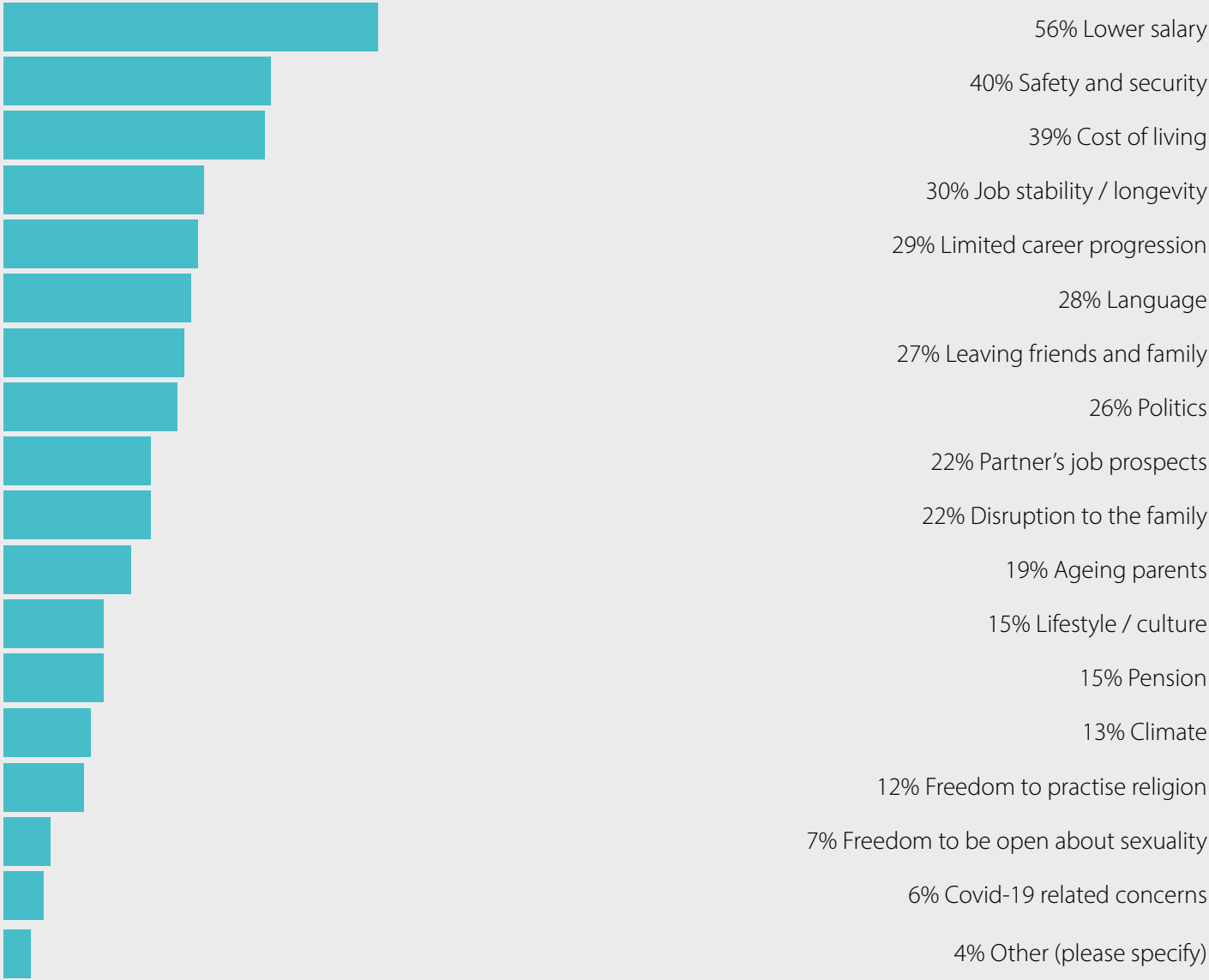
[BACK TO REPORT](#)

**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



[BACK TO REPORT](#)

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Jobseeker Insights 2024

PhD and Master's

17% of visitors to jobs.ac.uk are looking for PhD

Executive summary

jobs.ac.uk attracts a diverse audience seeking to advance their academic and professional careers. 17% of respondents were looking for PhD or Master's opportunities, with 59% actively searching and applying and 24% browsing but would apply if they found the right opportunity.

Business and Management Studies, followed by Engineering and Technology, and Health and Medical, were the most popular subject disciplines.

A clearly defined research project was the greatest deciding factor for 75% of respondents when considering a PhD. Other factors deemed important were funding details, and an institution having a reputation for great research and encouraging diversity and inclusion.

The top reasons for respondents seeking a PhD is to pursue an academic career or to make a significant contribution to the field of study or society.

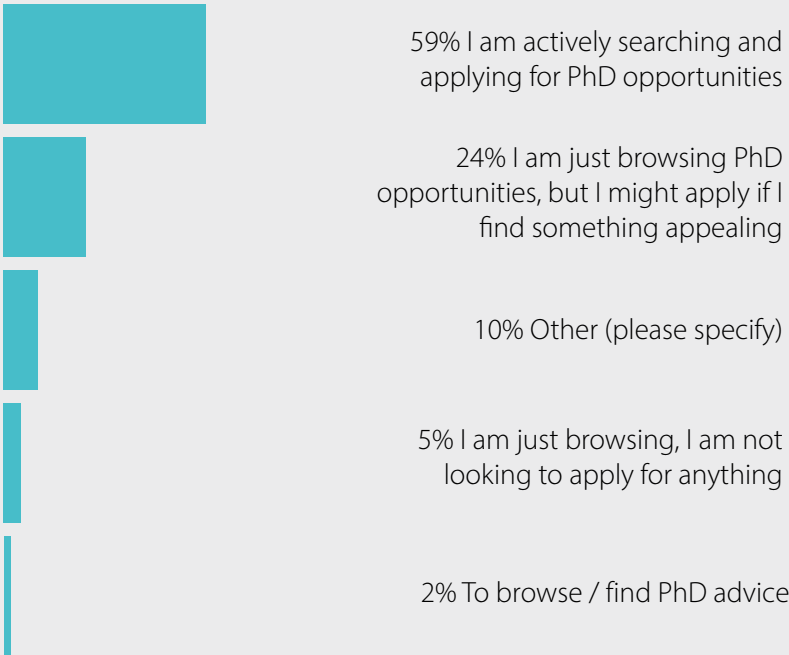
100% OF RESPONDENTS WOULD RECOMMEND JOBS.AC.UK TO A COLLEAGUE.

SEE HOW WE CAN HELP?

75% of candidates indicate that a clearly defined research project and funding details are the most important part of an advert.

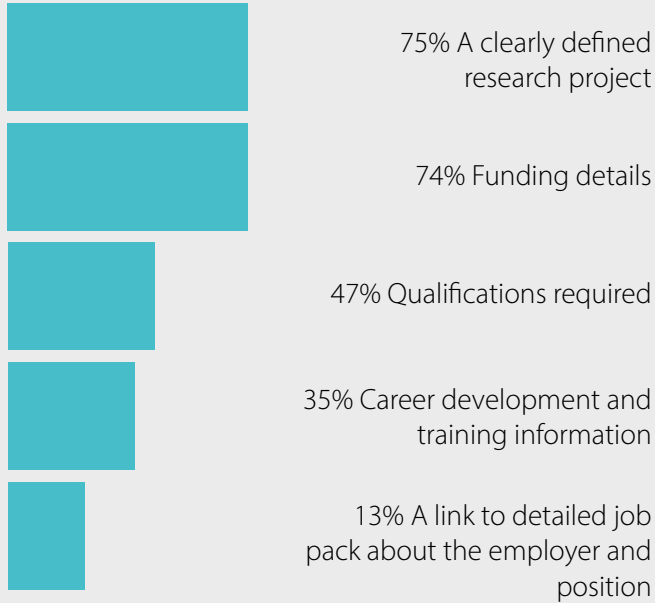
For support and guidance on getting the most out of your job advert, please get in touch on enquiries@jobs.ac.uk

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



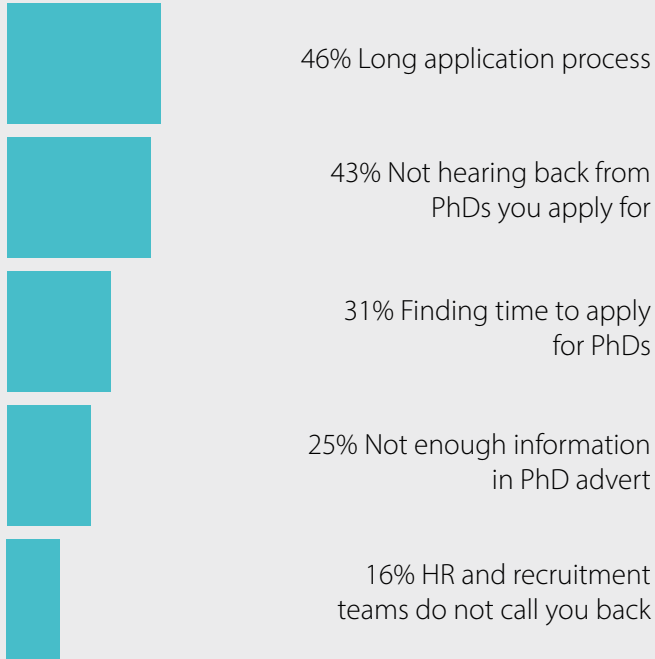
PhD adverts and the recruitment process

APART FROM THE TITLE, SALARY AND LOCATION, WHAT ARE THE THREE MOST IMPORTANT THINGS IN A PHD ADVERT? TOP 5 RESPONSES



[FULL REPORT](#)

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



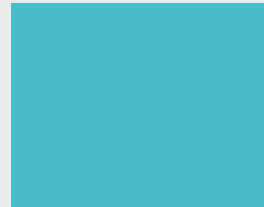
[FULL REPORT](#)

KEY FINDINGS

- When considering a PhD, funding details remains the greatest deciding factor for 74% of respondents
- 75% prefer a job advert that contains a clearly defined research project
- 47% of respondents would also like to see information about the qualifications required for the role
- 46% of respondents are frustrated by the long application process

PhD adverts and the recruitment process

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



75% Contains all the job details, including job description and person specification



43% Has a short description with a detailed description attached



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

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



41% I sign up for PhD alerts but still search on a job board / online platform



32% I sign up for PhD alerts and only view PhDs that appear in my PhD alert emails



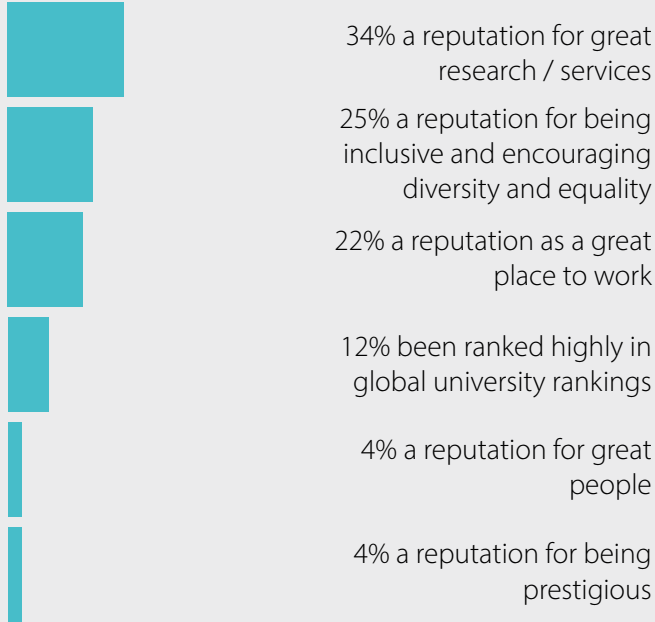
28% I do not sign up for PhD alerts

KEY FINDINGS

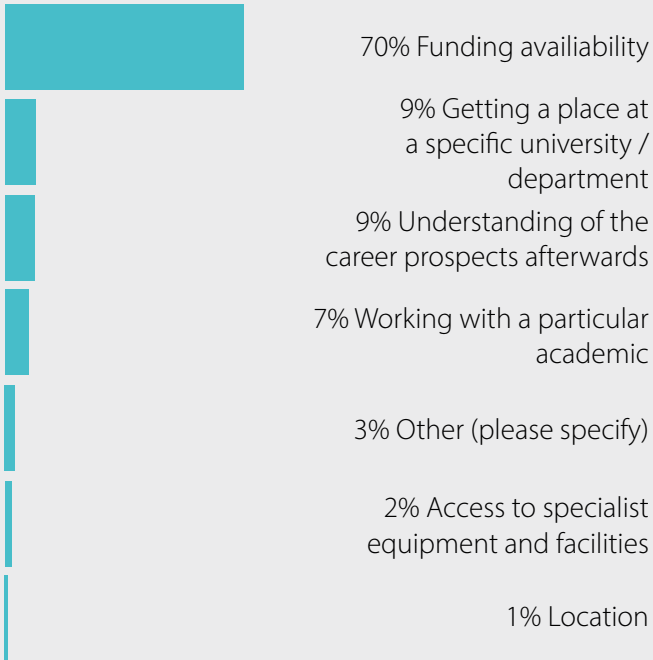
- 41% of respondents use our PhD email alert system but also search the site regularly
- 75% of respondents prefer the PhD advert to contain all the details including job description and person specification

PhD adverts and the recruitment process

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



WHAT WOULD BE THE DECIDING FACTOR IN DOING A PHD?



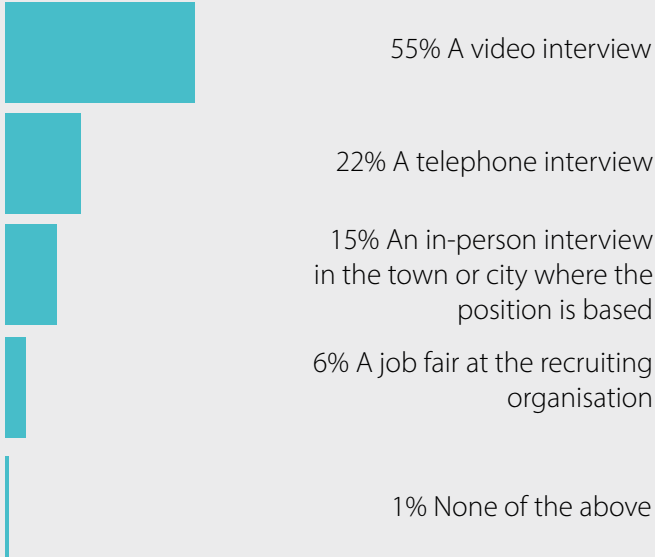
KEY FINDINGS

- The most important factor for the majority of respondents is that the employer has a reputation for great research funding availability is the most important deciding factor in doing a PhD

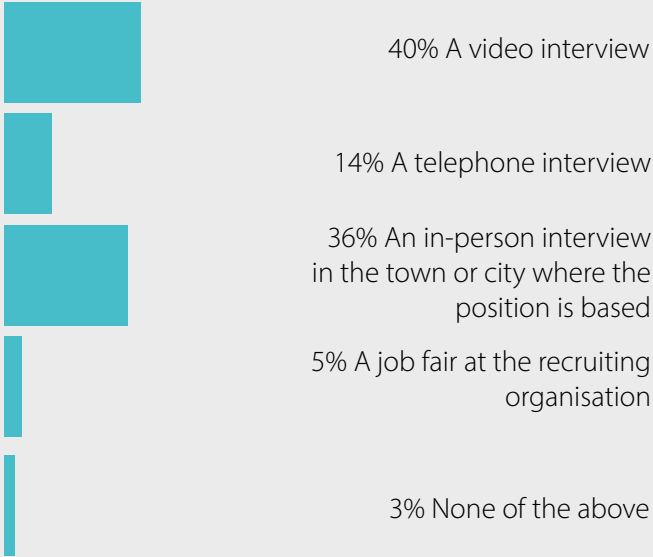
PhD interview preferences

WHAT IS YOUR PREFERRED TWO-STAGE INTERVIEW METHOD FOR LOCAL PHDS?

FIRST INTERVIEW

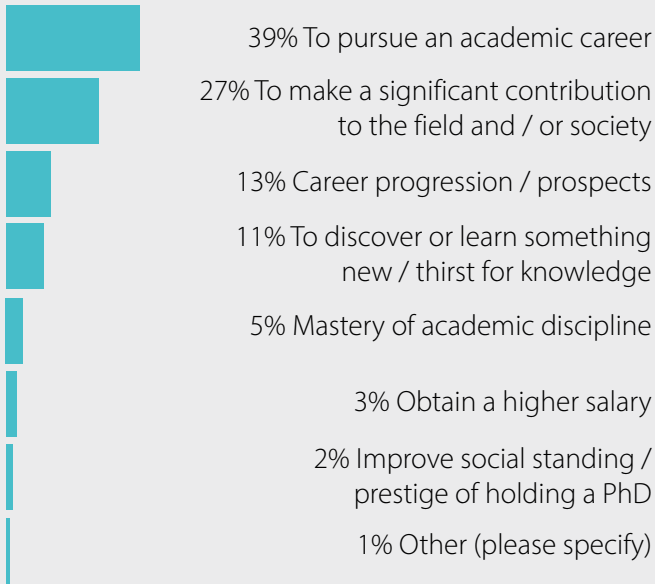


SECOND INTERVIEW

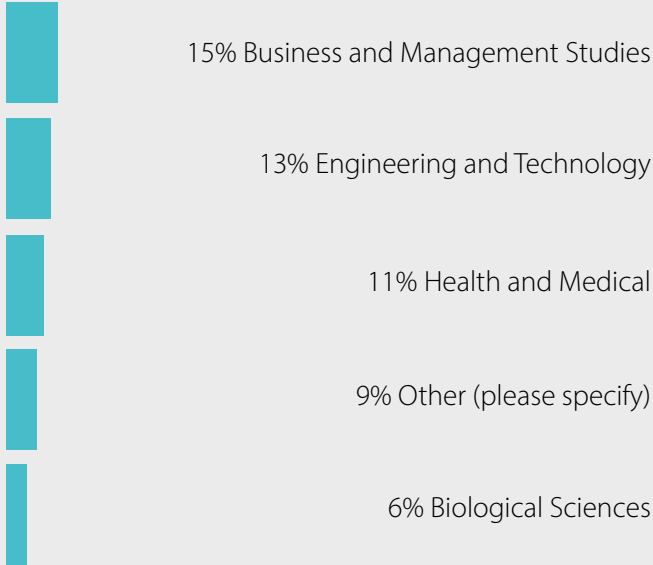


Jobseeker information

WHY YOU ARE CONSIDERING DOING / LOOKING FOR A PHD?



WHAT ACADEMIC DISCIPLINE DOES YOUR RESEARCH INTEREST FALL INTO? TOP 5 RESPONSES



FULL REPORT

KEY FINDINGS

- 39% of respondents wish to pursue an academic career
- The top academic discipline for PhD seekers is Business Management Studies

International mobility

WOULD YOU CONSIDER A PHD POSITION OUTSIDE OF YOUR HOME COUNTRY?



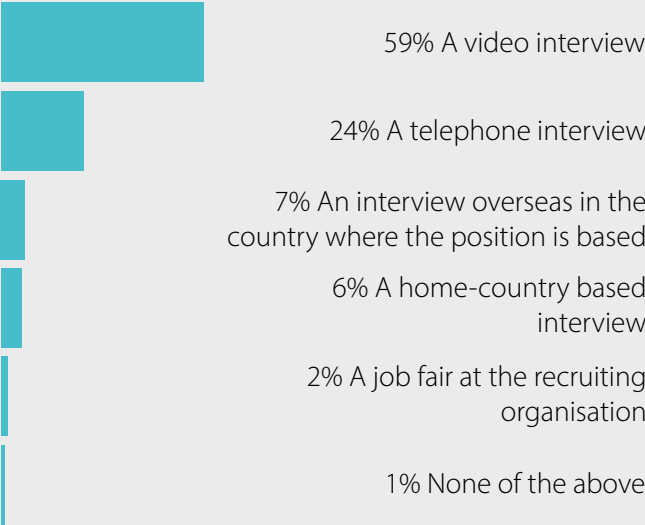
KEY FINDINGS

- The jobs.ac.uk PhD audience are highly mobile, with 88% of respondents stating they would consider a PhD outside of their home country
- 84% of our PhD audience would prefer a phone or video interview for a first interview and 71% for a second interview for a PhD outside of their home country
- 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

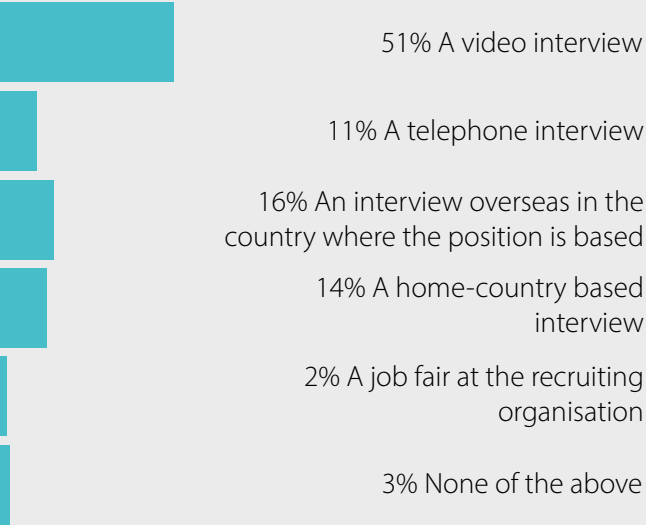
International
mobility

WHAT IS YOUR PREFERRED TWO-STAGE INTERVIEW METHOD FOR OVERSEAS PHDS?
PLEASE SELECT ONE PER ROW

FIRST INTERVIEW



SECOND INTERVIEW

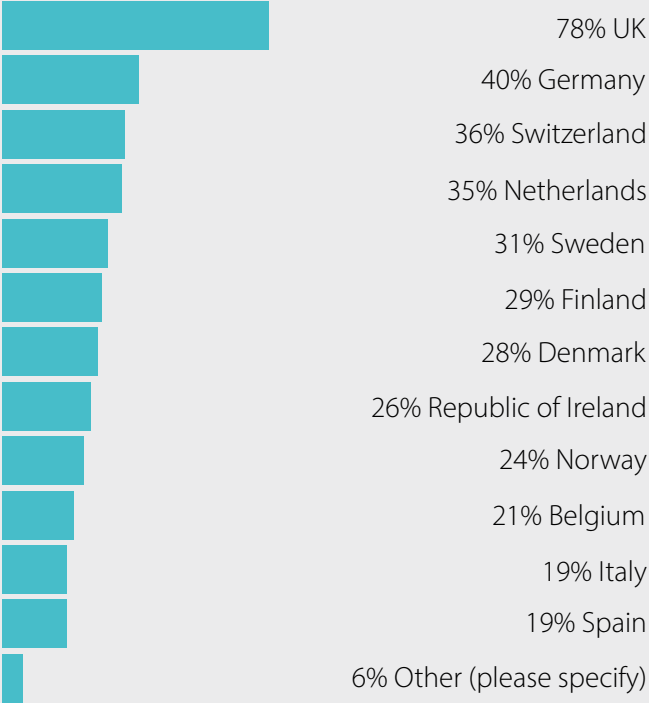


International
mobility

WOULD YOU CONSIDER WORKING IN
EUROPE?

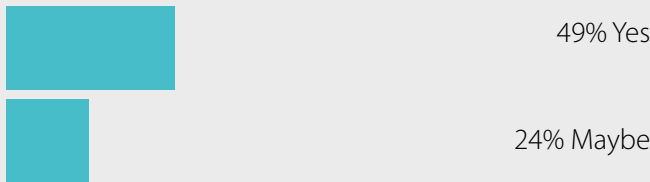


WHICH COUNTRY WOULD YOU BE
INTERESTED TO WORK IN EUROPE?

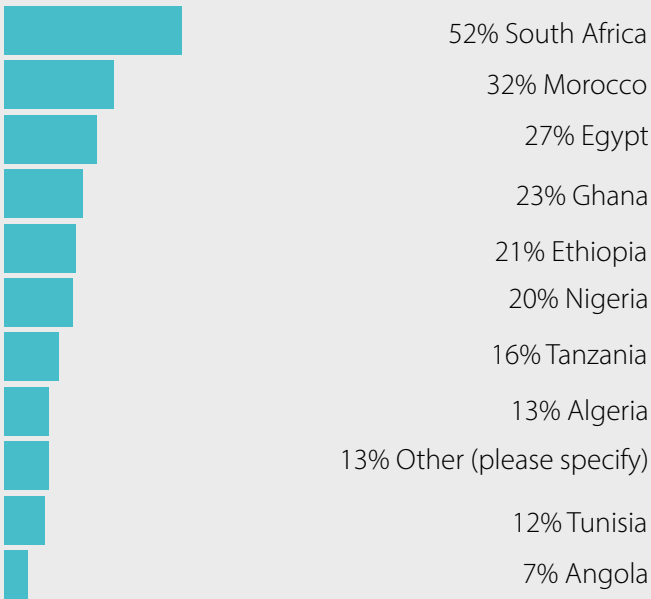


International
mobility

WOULD YOU CONSIDER WORKING IN
AFRICA?

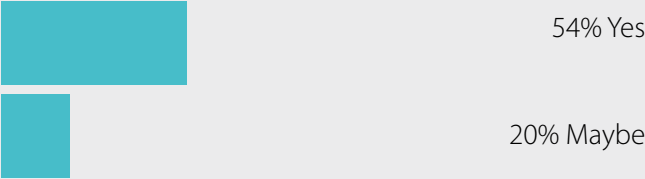


WHICH COUNTRY WOULD YOU BE
INTERESTED TO WORK IN AFRICA?

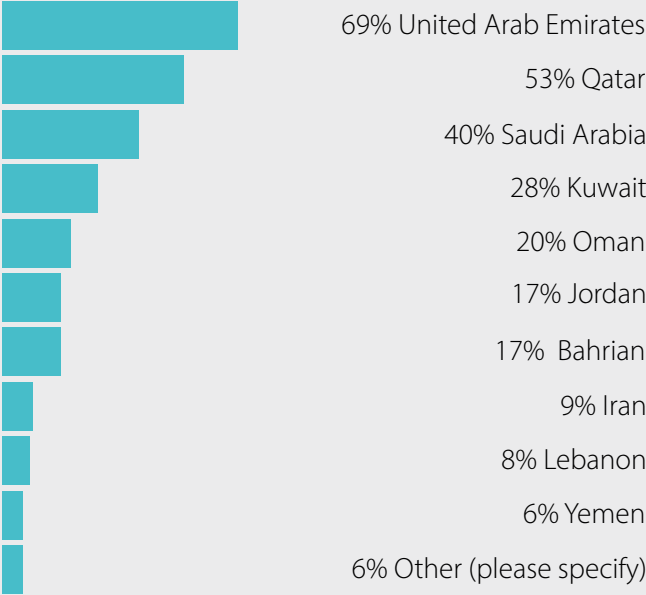


International
mobility

WOULD YOU CONSIDER WORKING IN
THE MIDDLE EAST?



WHICH COUNTRY WOULD YOU BE
INTERESTED TO WORK IN THE MIDDLE
EAST?



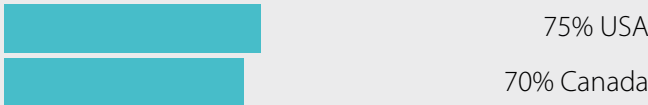
International
mobility

WOULD YOU CONSIDER WORKING IN
AMERICA OR ASIA PACIFIC?

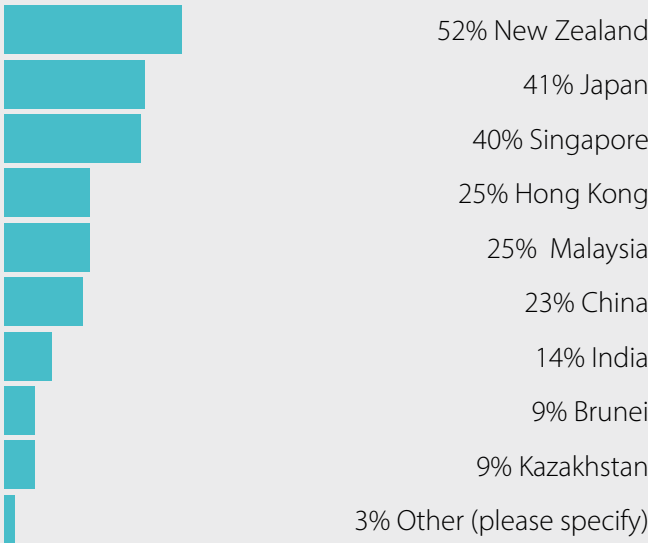


WHICH COUNTRY WOULD YOU BE
INTERESTED TO WORK IN AMERICA OR ASIA
PACIFIC?

AMERICA

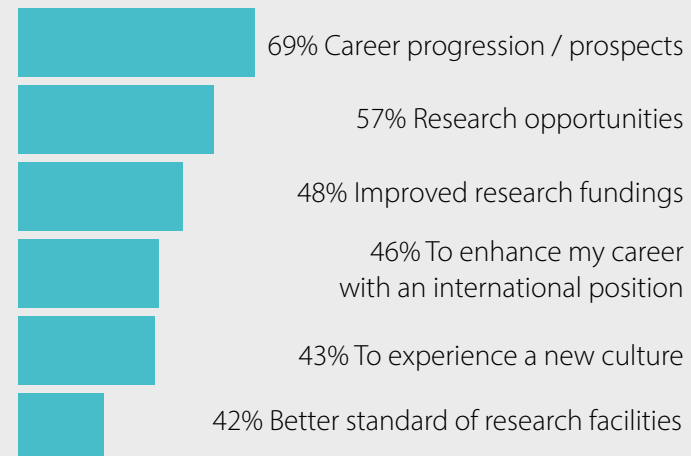


ASIA PACIFIC

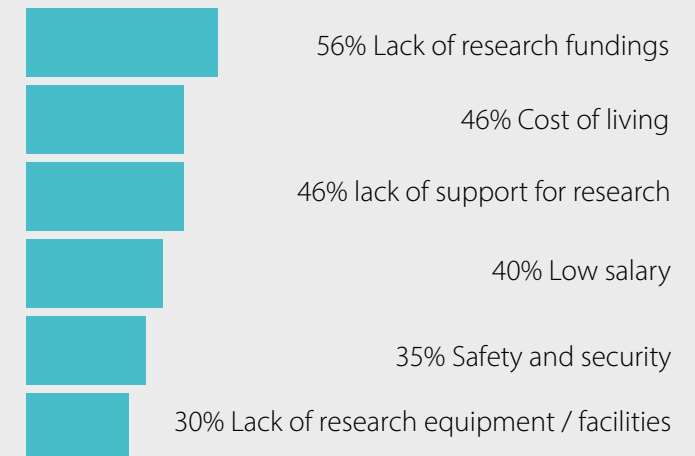


Top reasons that would attract or prevent accepting a PhD abroad

WHAT FACTORS WOULD ATTRACT YOU TO ACCEPT A PHD POSITION ABROAD? PLEASE SELECT ALL THAT APPLY

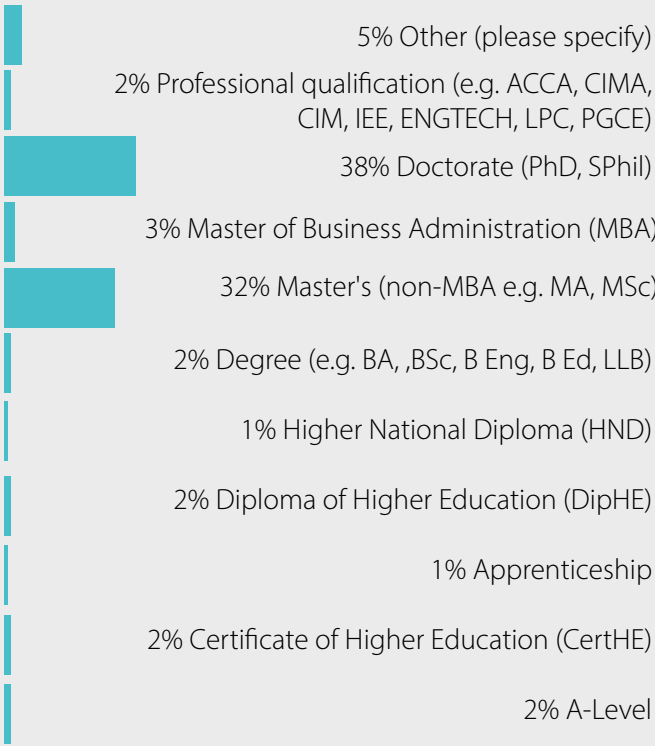


WHAT FACTORS WOULD PREVENT YOU FROM ACCEPTING A PHD POSITION ABROAD? PLEASE SELECT ALL THAT APPLY

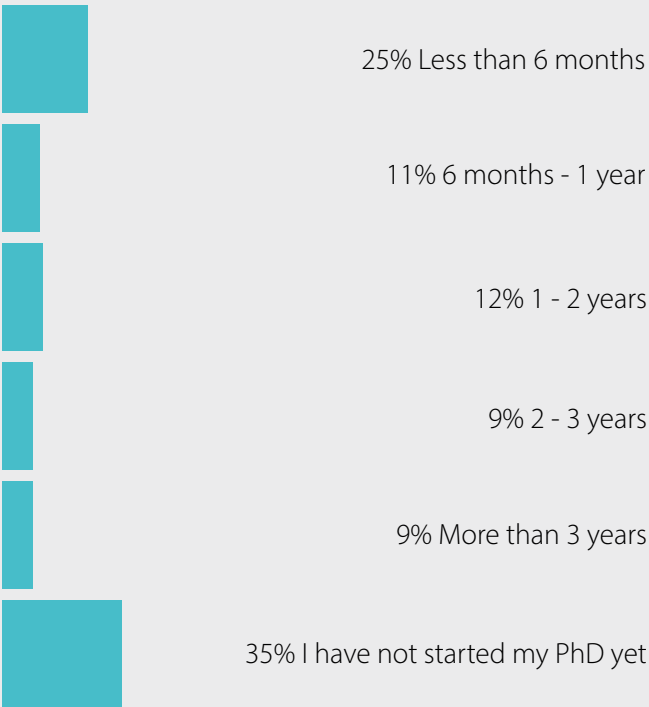


Level of education
and qualifications
of respondent

WHAT UK OR EQUIVALENT
QUALIFICATION ARE YOU CURRENTLY
STUDYING TOWARDS?



HOW LONG DO YOU HAVE UNTIL YOU
COMPLETE YOUR PHD?

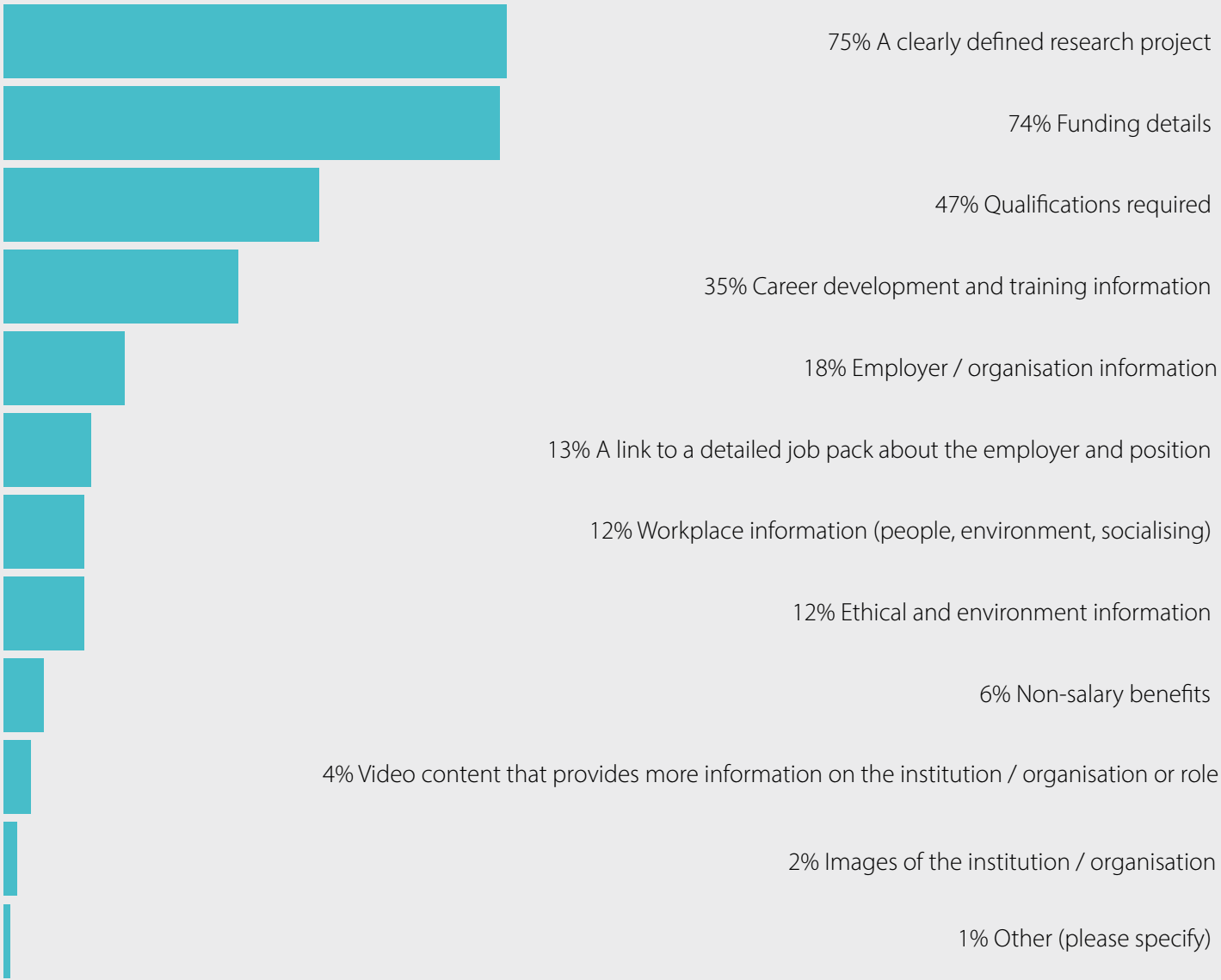


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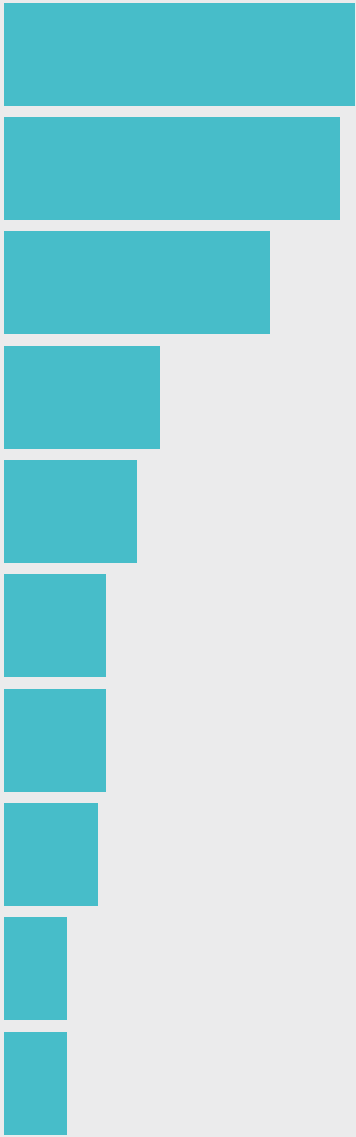
Appendix

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



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



45% Not hearing back from PhDs you apply for

43% Long application process

34% Finding time to apply for PhDs

20% Not enough information in PhD advert

17% HR and recruitment teams do not call you back

13% Being sent irrelevant PhDs in email alerts

13% Poorly written PhD descriptions

12% Out of date PhDs

8% Paper application forms

8% No contact information in PhD advert

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WHAT ACADEMIC
DISCIPLINE DOES YOUR
RESEARCH INTEREST FALL
INTO? PLEASE SELECT
ONE OPTION



- 15% Business and Management Studies
- 13% Engineering and Technology
- 11% Health and Medical
- 9% Other (please specify)
- 6% Social Sciences and Social Care
- 6% Biological Sciences
- 5% Education Studies (including TEFL)
- 4% Physical and Environmental Sciences
- 4% Agriculture, Food and Veterinary
- 4% Computer Sciences
- 3% Psychology
- 3% Languages, Literature and Culture
- 3% Architecture, Building and Planning
- 3% Law
- 2% Politics and Government
- 2% Historical and Philosophical Studies
- 2% Creative Arts and Design
- 2% Economics
- 1% Media and Communications
- 1% Sports and Leisure
- 1% Mathematics and Statistics

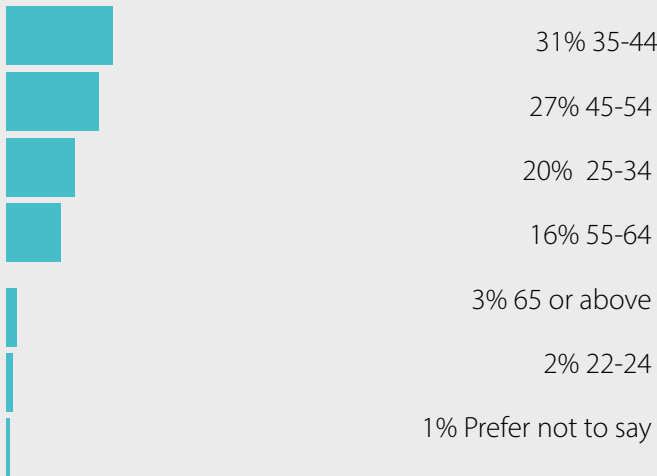
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Jobseeker demographics

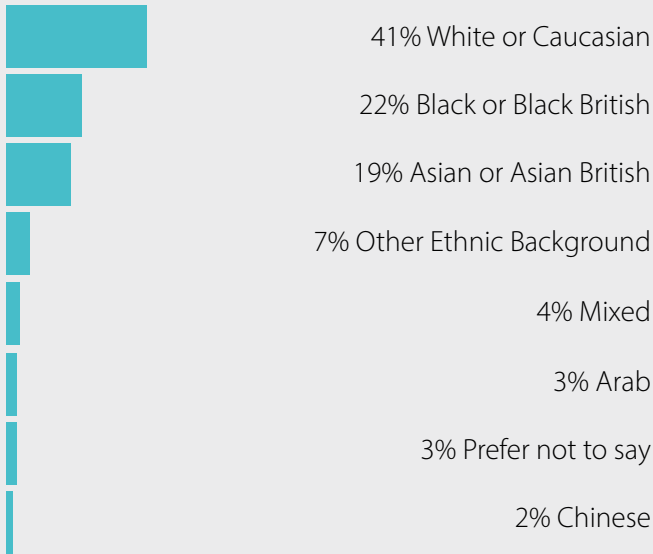
- The majority of respondents are between the ages of 25 and 54
- 11% consider themselves disabled
- 10% identify as LGBTQ+

Age groups and ethnic backgrounds

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



WHAT IS YOUR ETHNIC BACKGROUND?

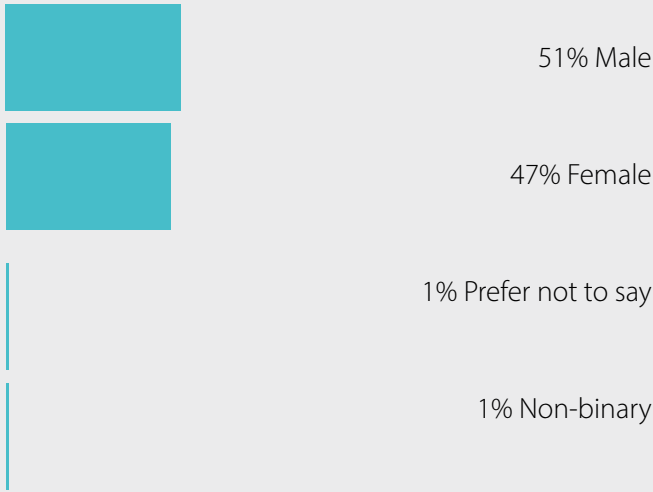


KEY FINDINGS

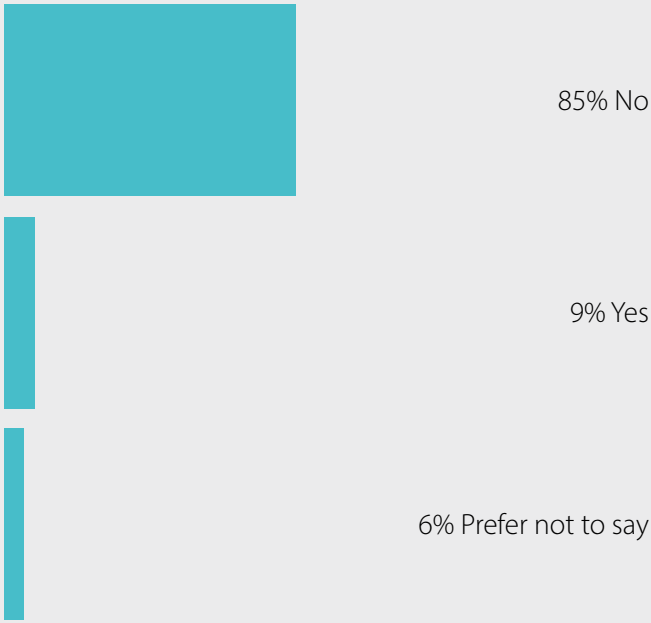
- jobs.ac.uk visitors are diverse in age, ethnic background and gender
- 95% of respondents are between the ages of 25 and 64
- 41% are Caucasian, 22% are Black, and 19% are Asian or British Asian

Gender and sexual orientation

WHAT IS YOUR GENDER?
PLEASE SELECT ONE



DO YOU IDENTIFY AS LGBTQ+?



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