

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.

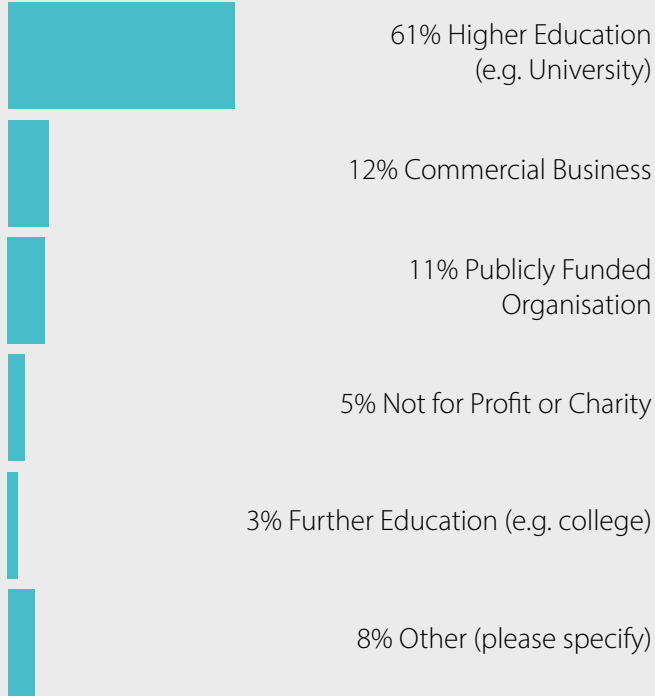
For support and guidance on getting the most out of your job advert, please get in touch on [enquiries@jobs.ac.uk](mailto:enquiries@jobs.ac.uk)

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

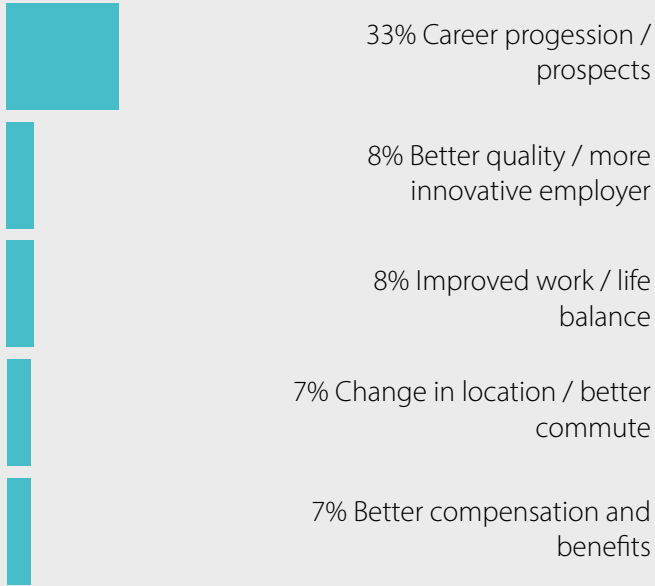


# General insights

## WHAT TYPE OF EMPLOYER ARE YOU LOOKING FOR?



## TOP 5 REASONS WHY RESPONDENTS ARE SEEKING A NEW JOB



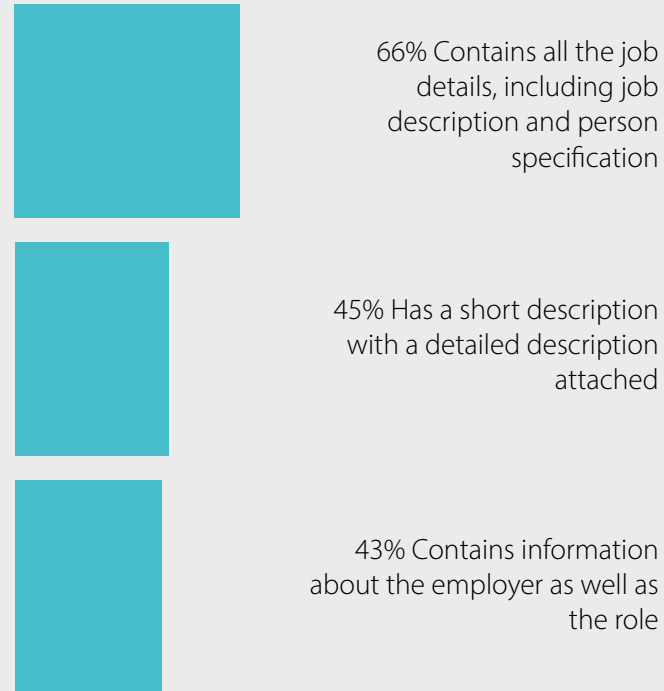
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### KEY FINDINGS

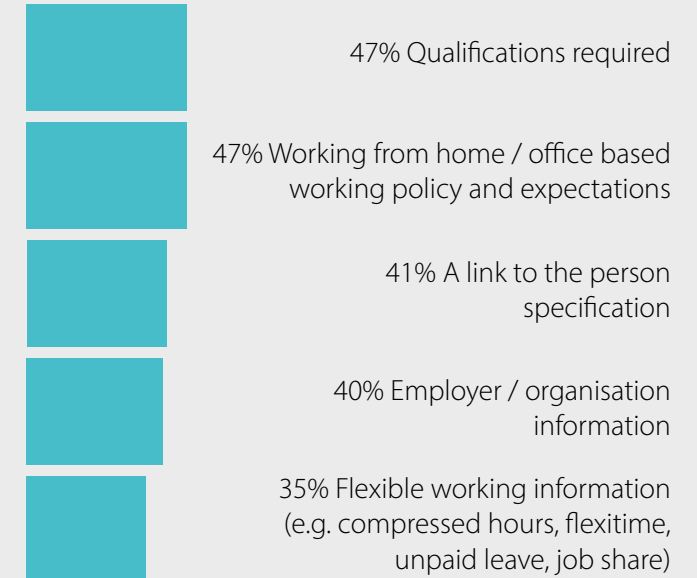
- 27% of respondents are actively searching and applying for professional / managerial / support opportunities
- 77% of respondents are currently employed
- The main reason they are looking at changing jobs is for career progression
- 92% of respondents are looking for full time work, while 36% are either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



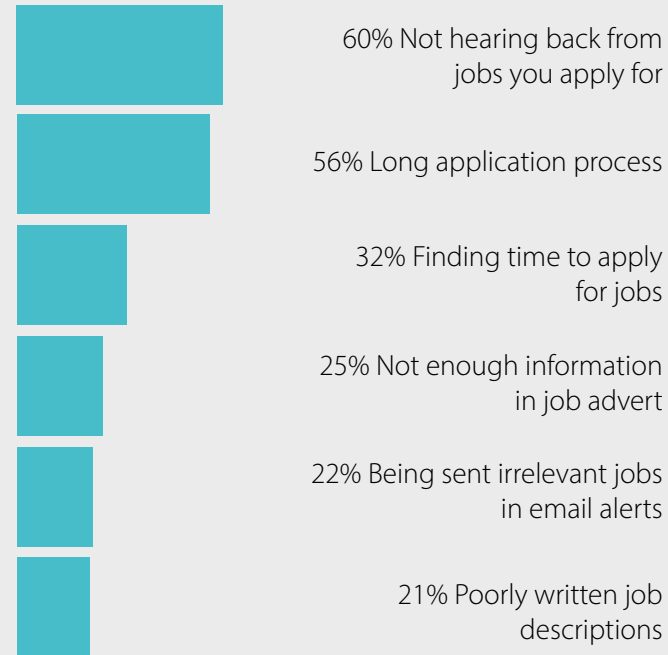
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### KEY FINDINGS

- 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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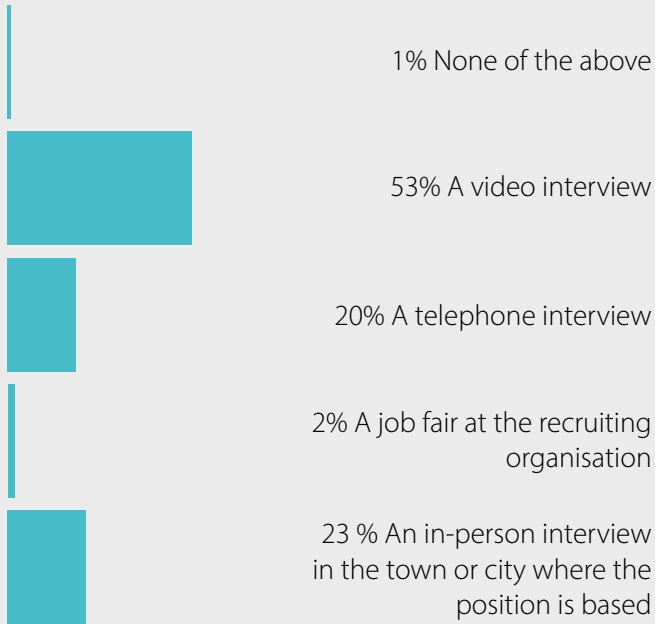
### KEY FINDINGS

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

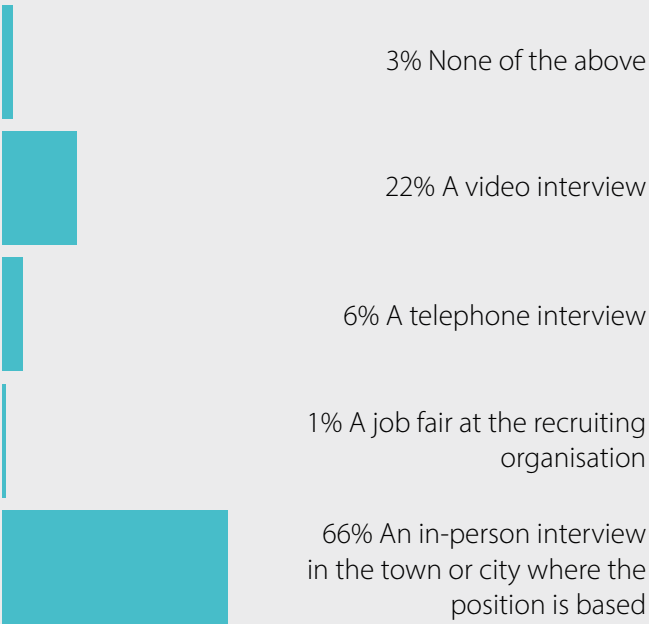
# Job interview preferences

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

### FIRST INTERVIEW



### SECOND INTERVIEW

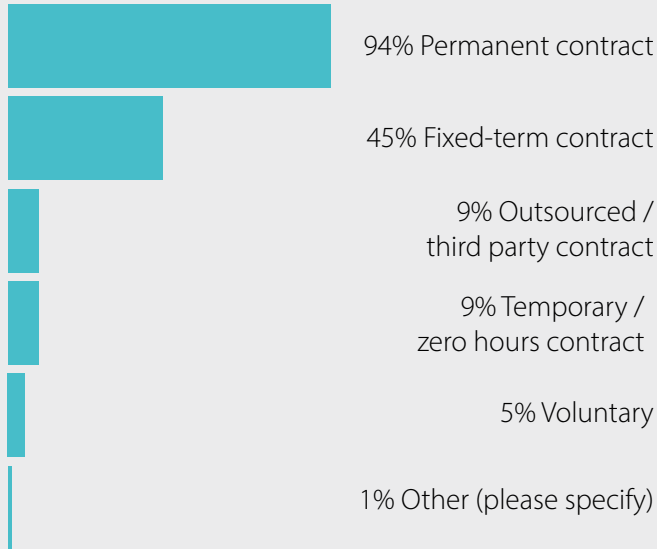


### KEY FINDINGS

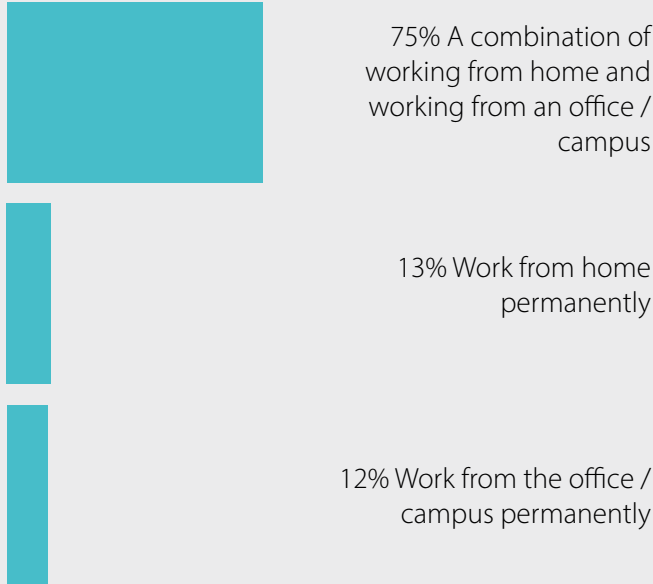
- The majority of respondents would prefer video interviews for the first interview for local jobs

# 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?



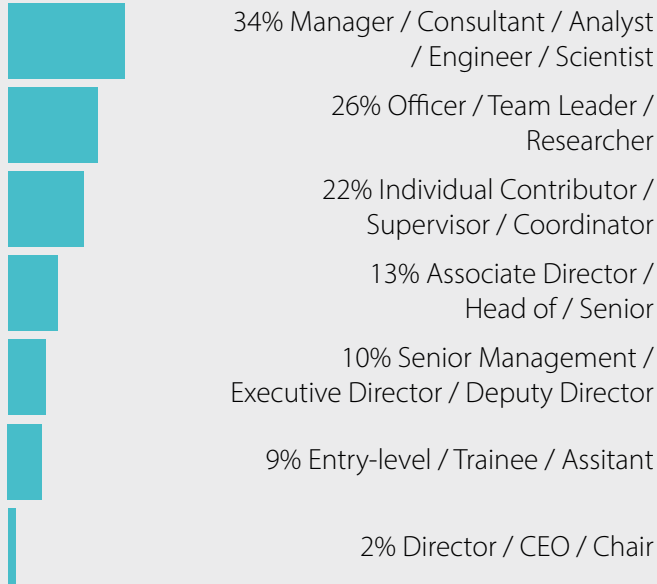
### KEY FINDINGS

- 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

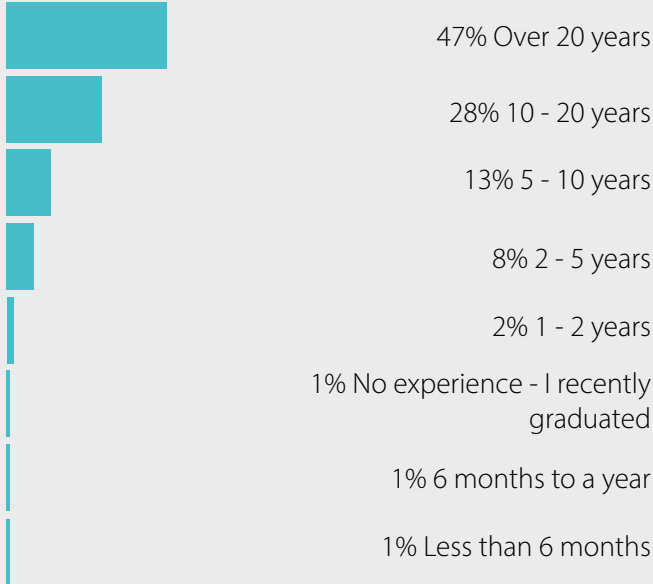
# Level of experience

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



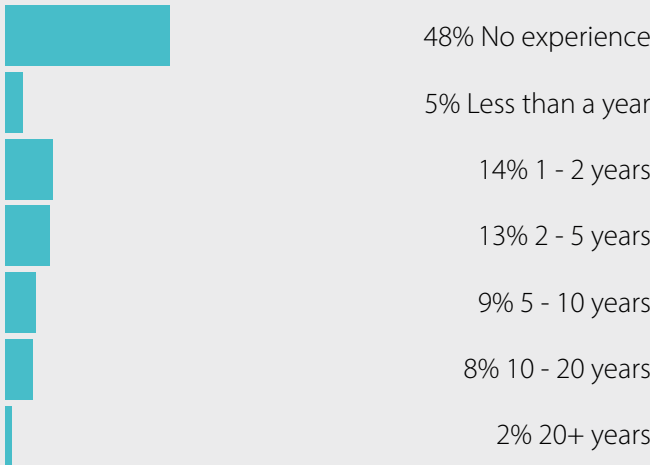
# Professional work experience

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

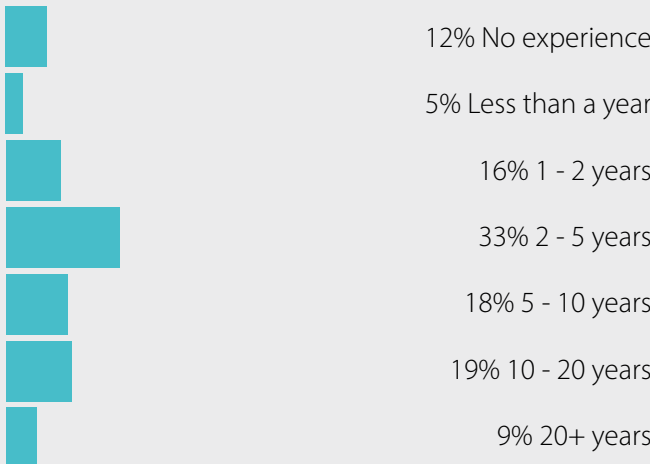
### HIGHER EDUCATION



### FURTHER EDUCATION



### PRIVATE SECTOR (NON-ACADEMIA)



### PUBLIC SECTOR (NON-ACADEMIA)

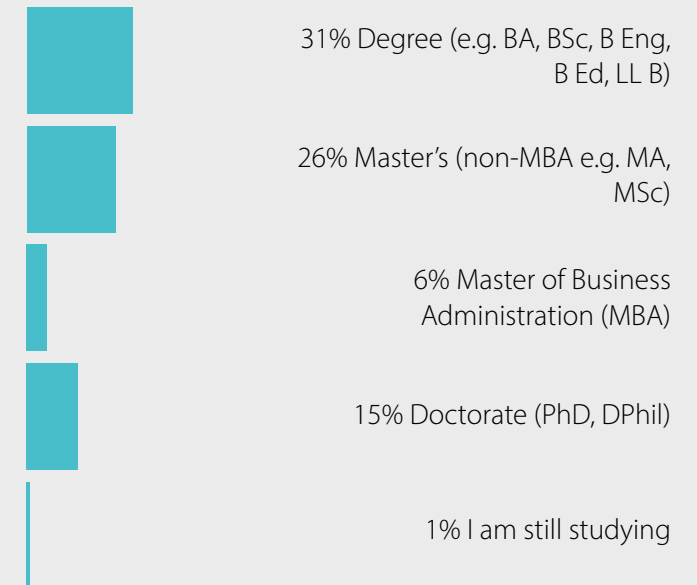


## Qualification levels and employer preferences

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



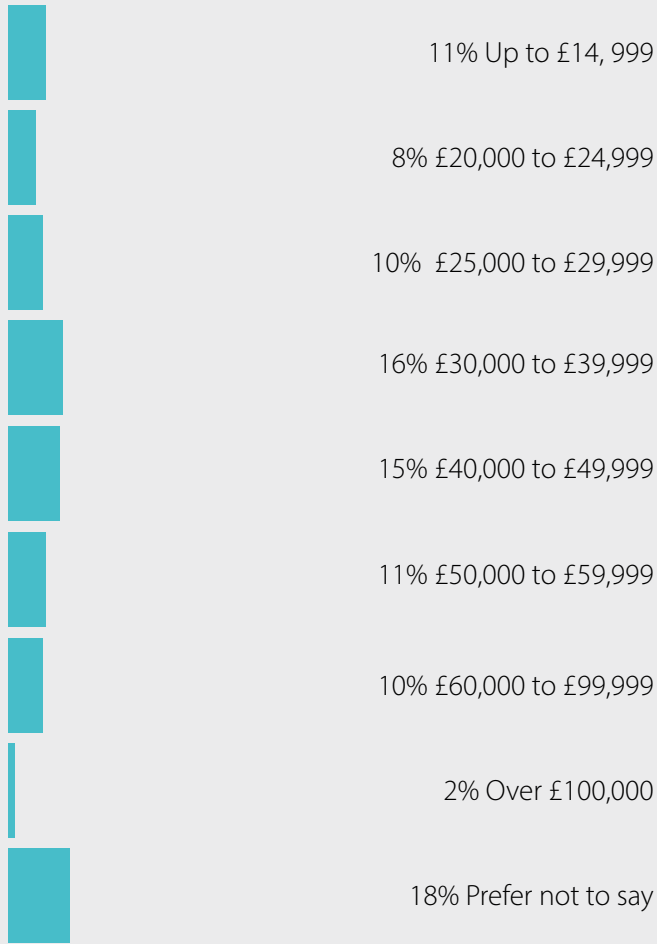
### WHAT IS YOUR HIGHEST LEVEL OF QUALIFICATION? PLEASE SELECT ONE



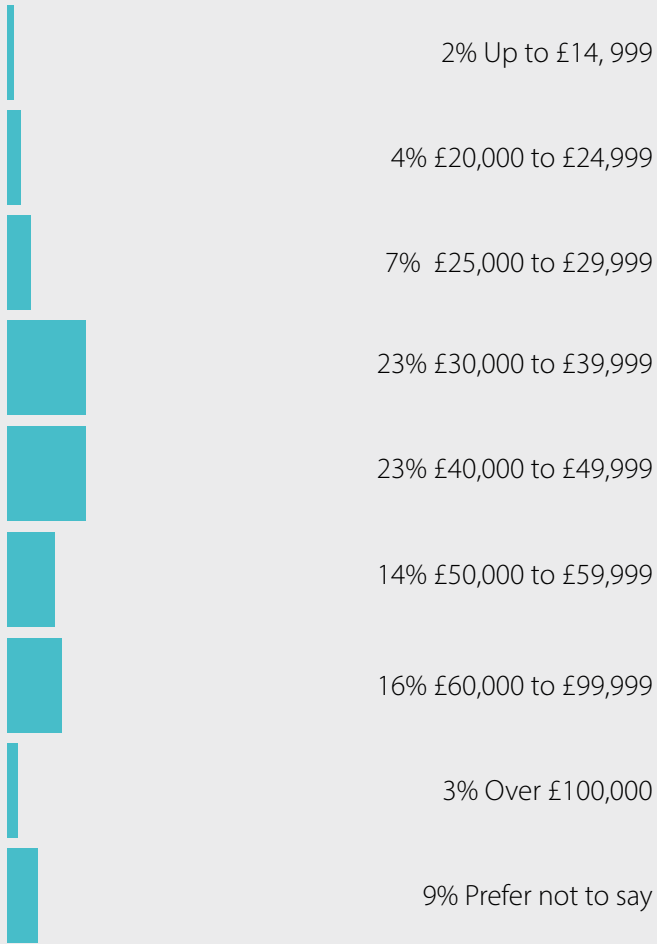
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# Salary insights

## WHAT IS YOUR CURRENT SALARY? PLEASE SELECT ONE RESPONSE PERCENT

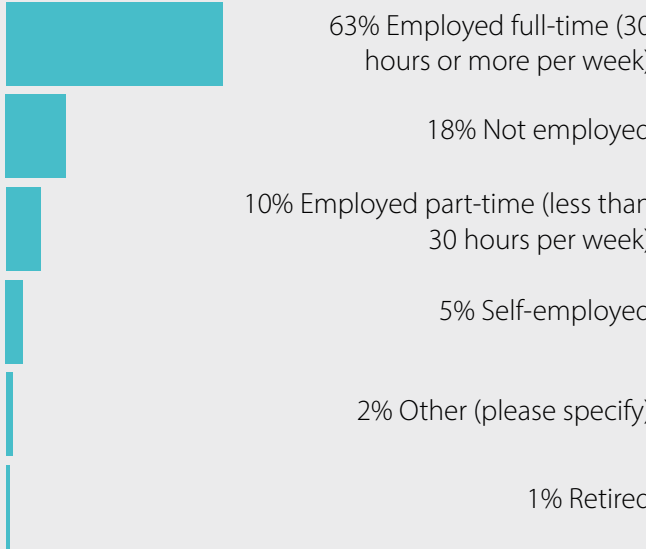


## WHAT SALARY ARE YOU LOOKING FOR? PLEASE SELECT ONE RESPONSE PERCENT

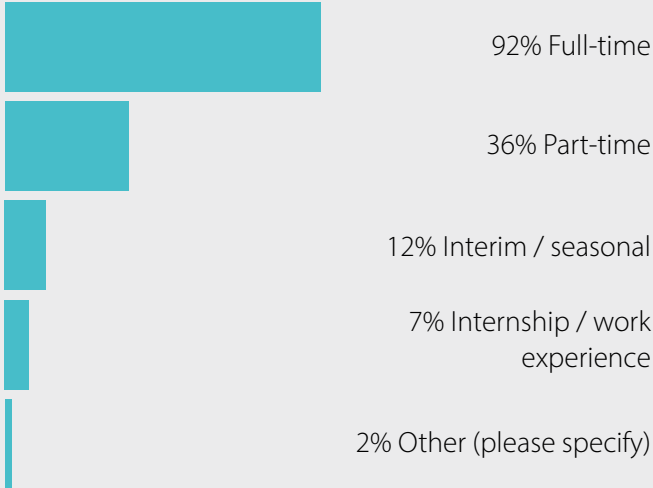


# Jobseeker preferences

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

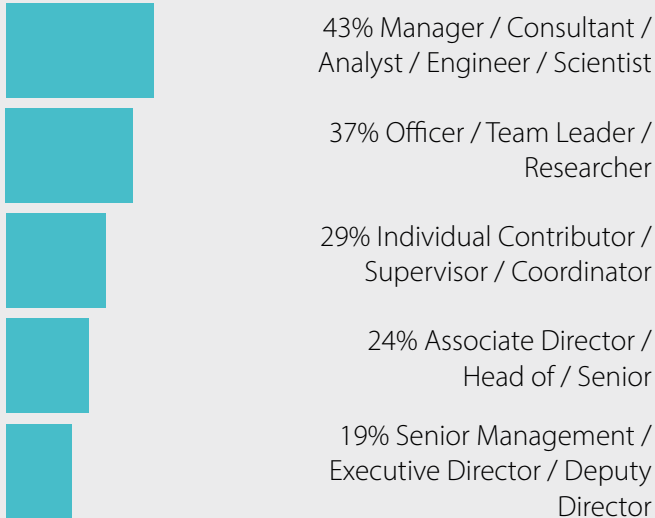


## WHAT TYPE(S) OF JOB ARE YOU LOOKING FOR / WOULD YOU BE LOOKING FOR?



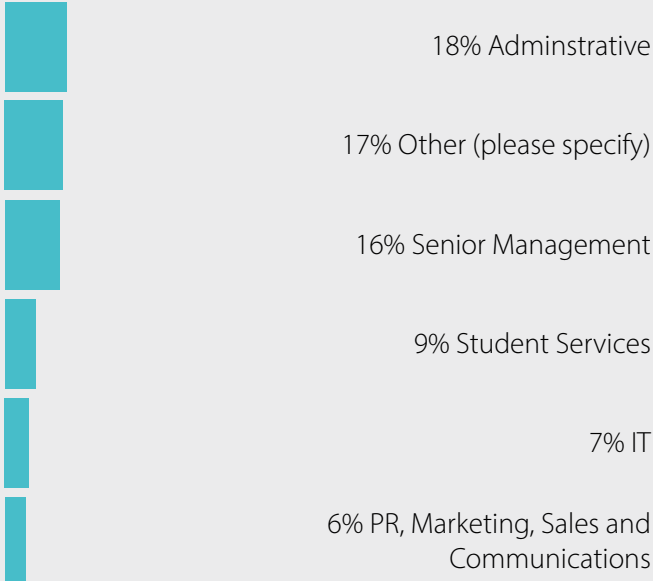
# Employment preferences

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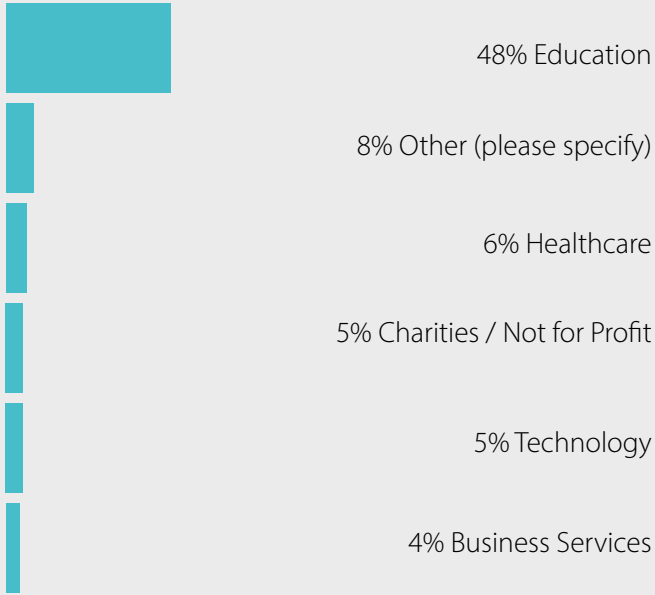
## WHICH OF THESE BEST DESCRIBES THE AREA YOU WANT TO WORK?



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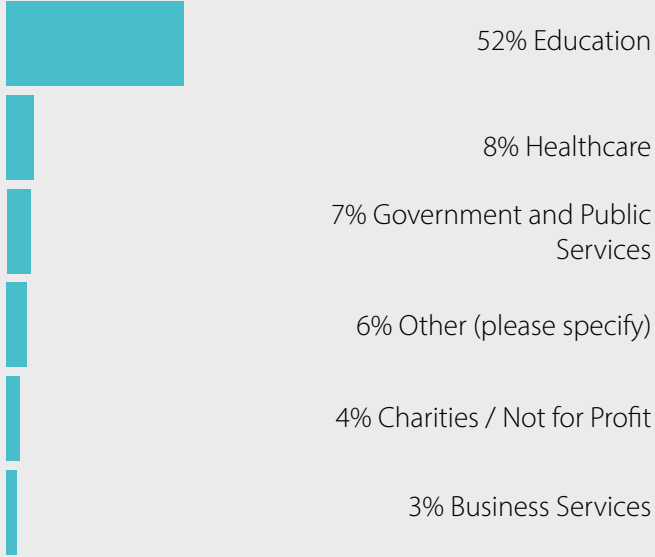
# Industry and sector preferences

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



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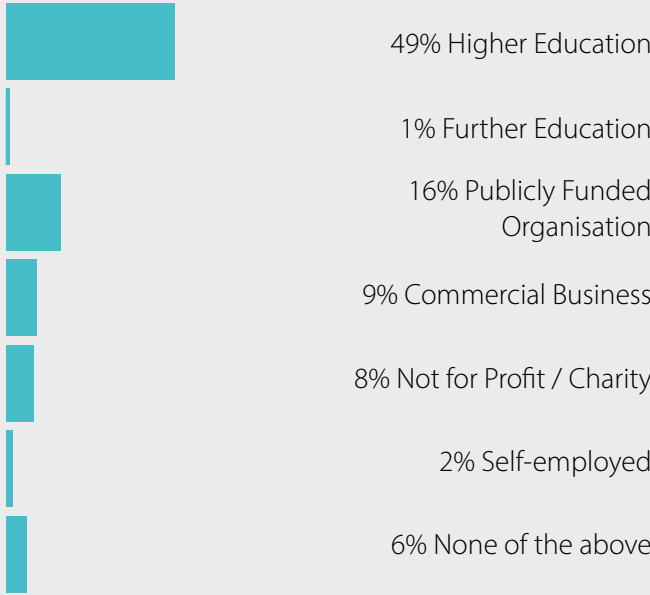
## IN WHICH INDUSTRY OR SECTOR DOES YOUR CURRENT OR MOST RECENT EMPLOYER OPERATE?



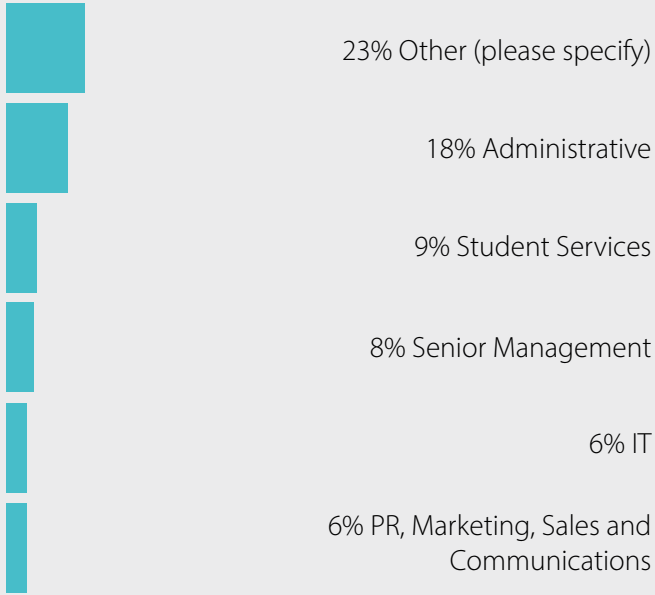
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# Recent roles and employers

## 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

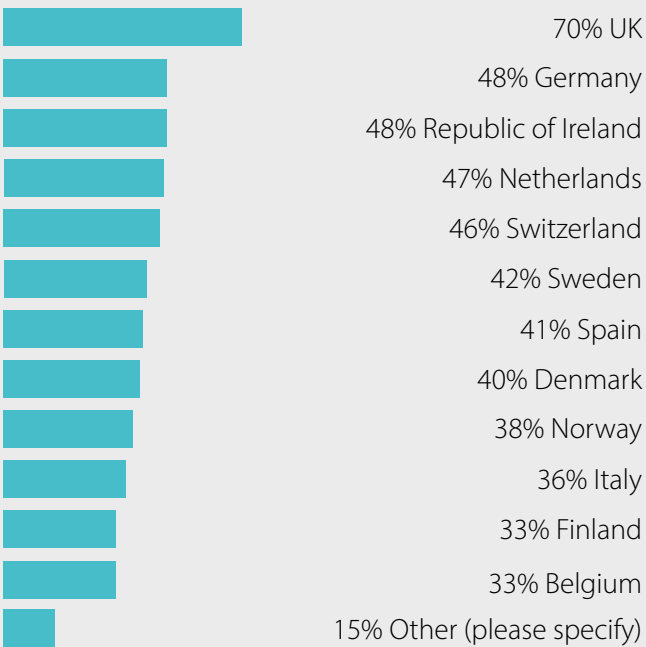


# International mobility

## 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

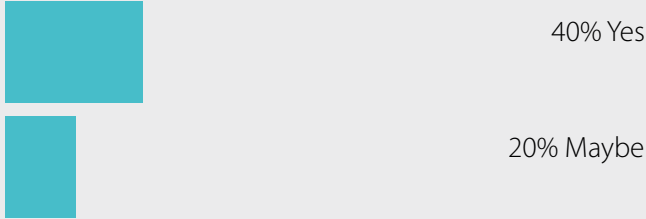
## WHICH COUNTRY WOULD YOU BE INTERESTED TO WORK IN IN AFRICA? PLEASE SELECT ALL THAT APPLY



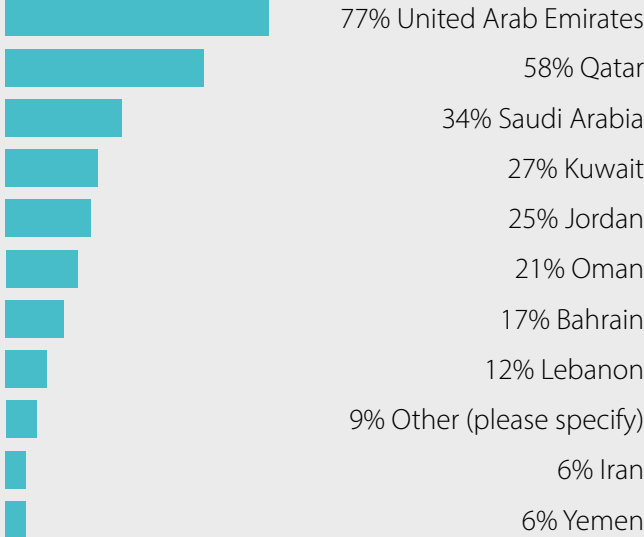
- 56% South Africa
- 33% Morocco
- 31% Ghana
- 30% Egypt
- 26% Nigeria
- 25% Tanzania
- 18% Other (please specify)
- 16% Tunisia
- 16% Ethiopia
- 13% Algeria
- 13% Angola

# 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

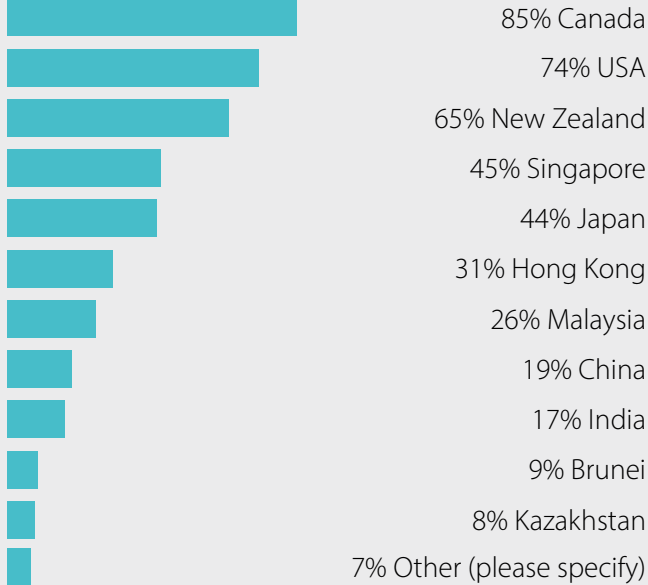


# International mobility

## 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



# International mobility

## WHAT MADE YOU DECIDE TO WORK ABROAD? TOP 6 RESPONSES



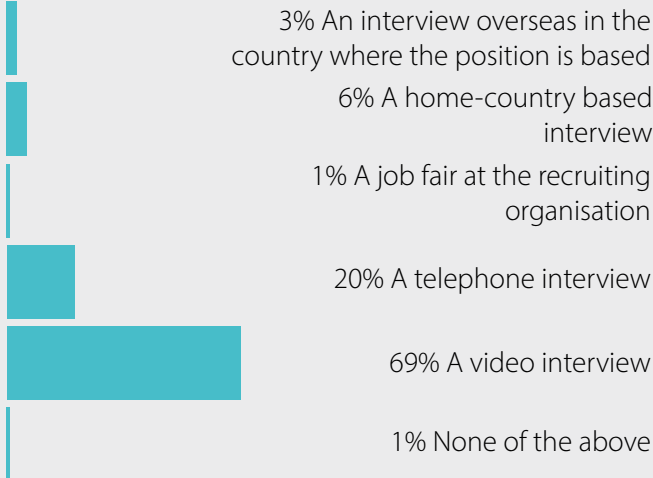
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### KEY FINDINGS

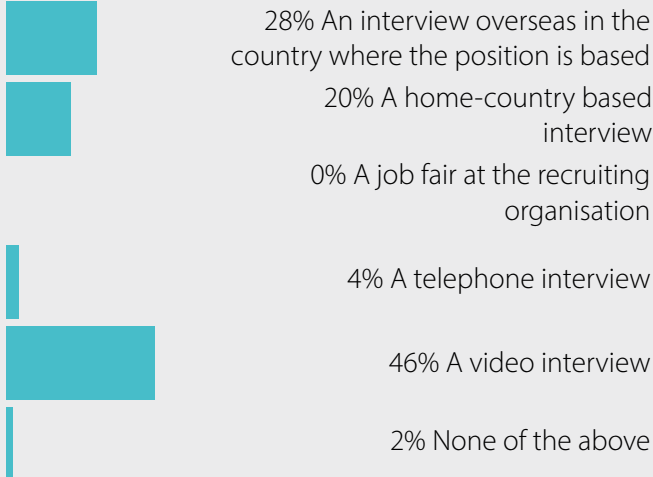
- 50% of professionals decided to work abroad to enhance their career

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

### FIRST INTERVIEW

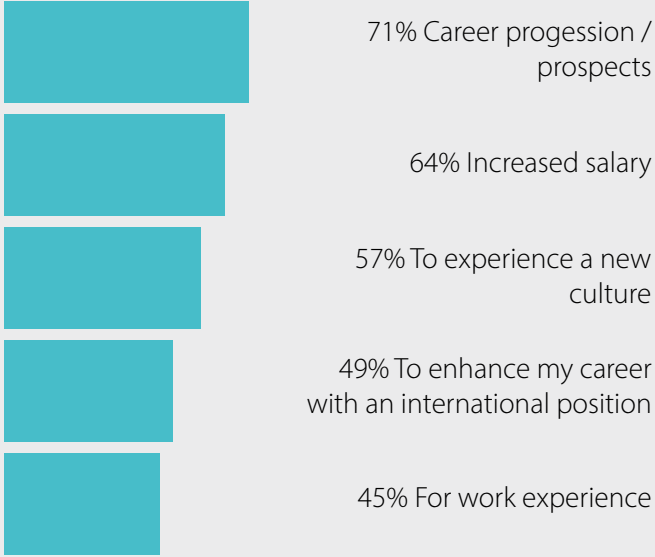


### SECOND INTERVIEW



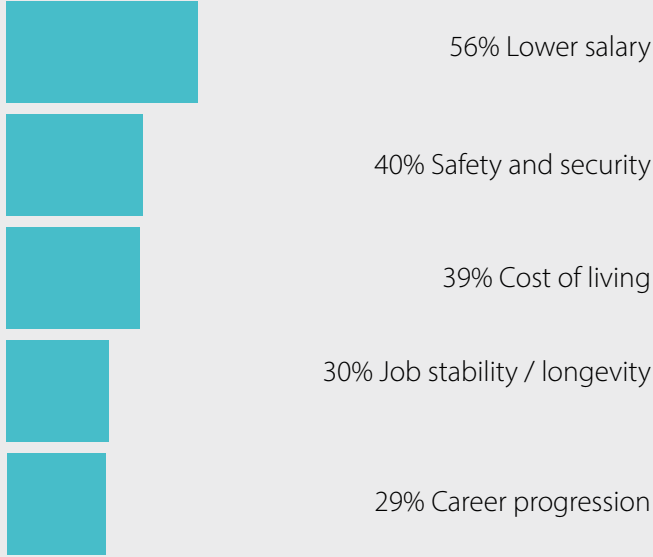
# International mobility

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



[FULL REPORT HERE](#)

## TOP 5 FACTORS THAT WOULD PREVENT JOBSEEKERS ACCEPTING A POSITION OVERSEAS



[FULL REPORT HERE](#)

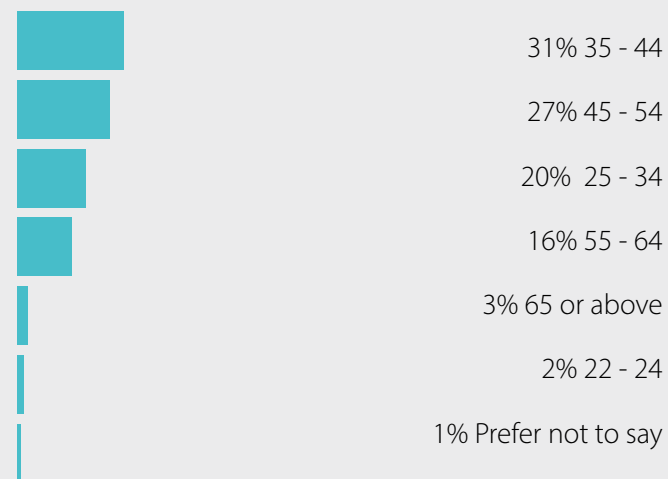
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## Jobseeker demographics

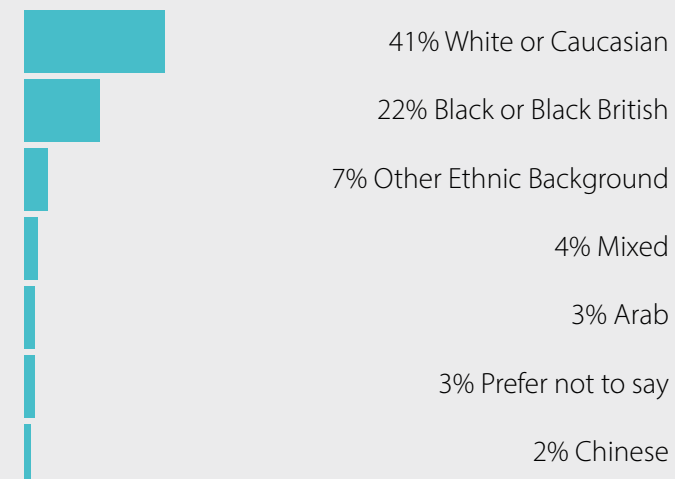
- The majority of respondents are between the ages of 25 and 54
- 11% consider themselves disabled
- 10% identify as LGBTQ+

## Age groups and ethnic backgrounds

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



### WHAT IS YOUR ETHNIC BACKGROUND?



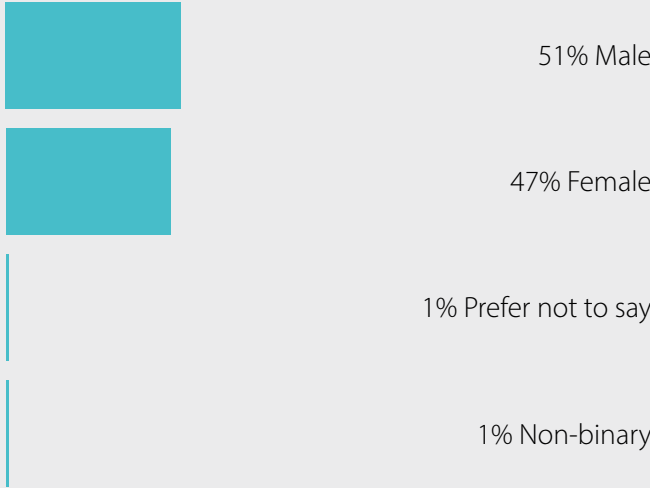
### KEY FINDINGS

- 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 18% are Asian

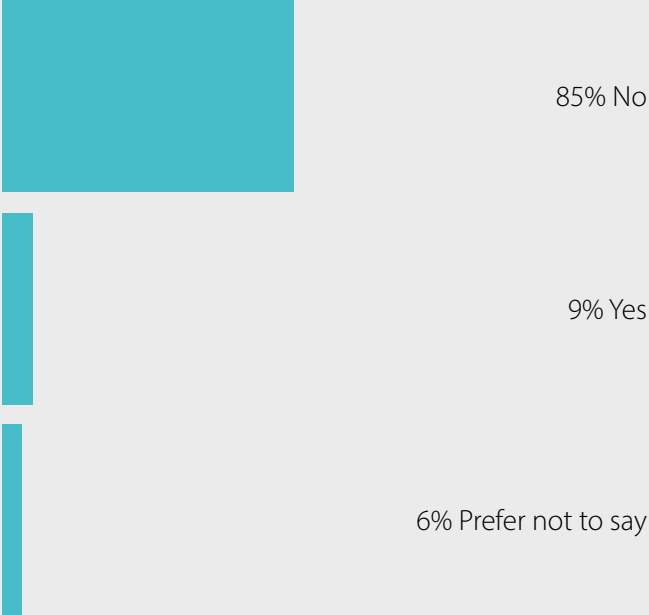


# Gender and sexual orientation

## WHAT IS YOUR GENDER? PLEASE SELECT ONE



## DO YOU IDENTIFY AS LGBTQ+?



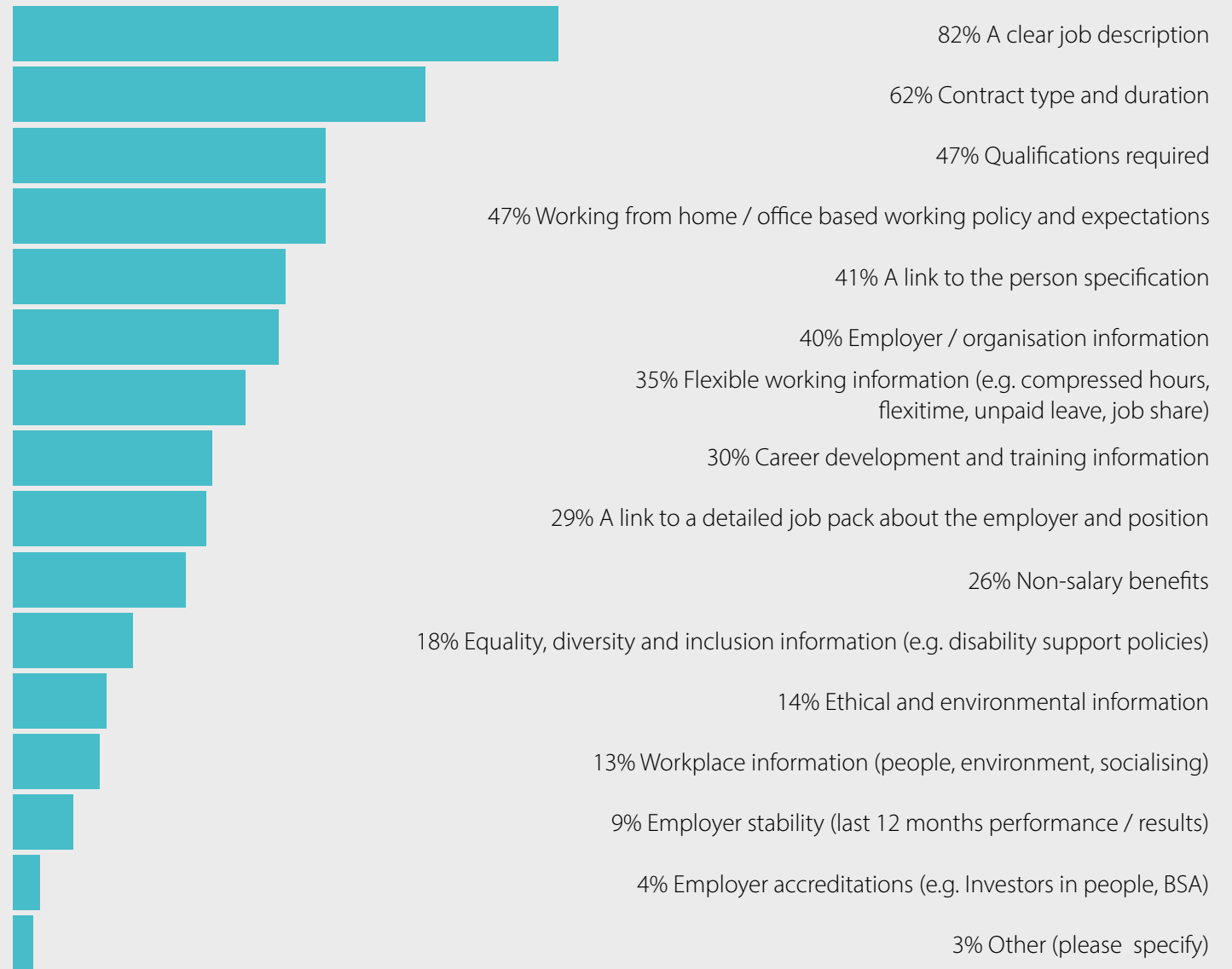
The logo for jobs.ac.uk, featuring the text 'jobs.ac.uk' in a white, lowercase, sans-serif font inside a dark blue, rounded rectangular shape.

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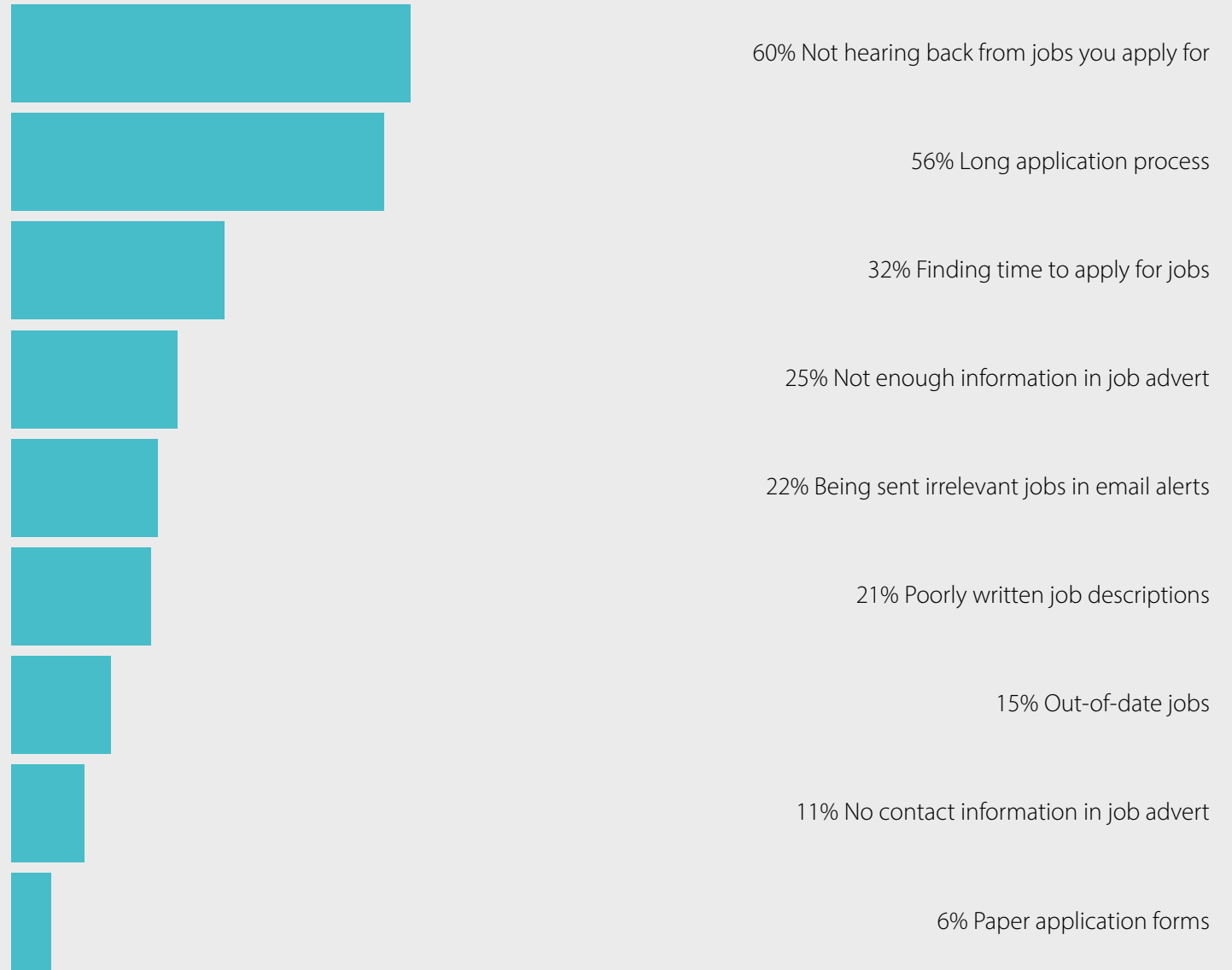
## Appendix

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



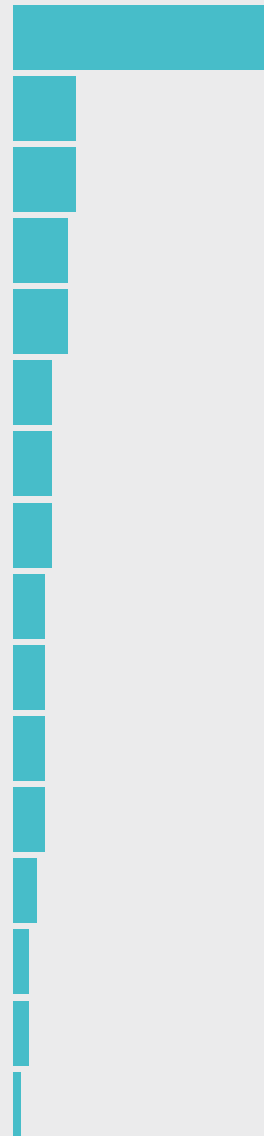
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**WHAT FRUSTRATES YOU MOST ABOUT THE JOB SEEKING PROCESS? PLEASE SELECT UP TO THREE ANSWERS**



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



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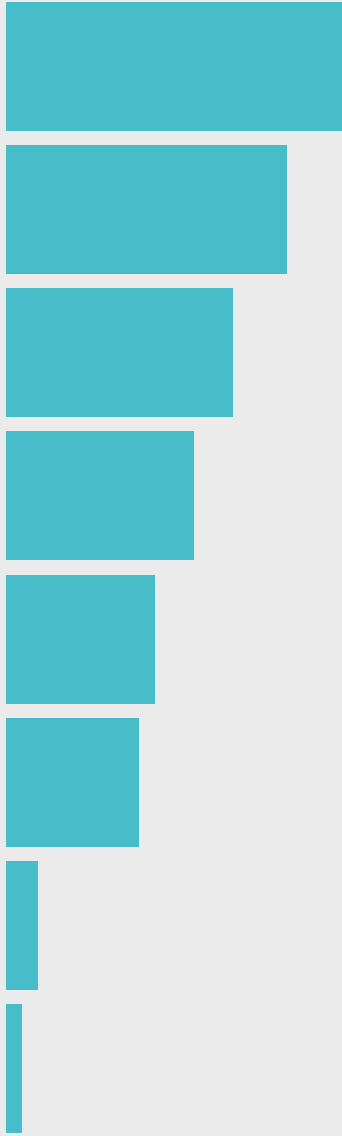
**WHICH OF THESE BEST  
DESCRIBES THE AREA YOU  
WANT TO WORK?  
PLEASE SELECT ONE**



- 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

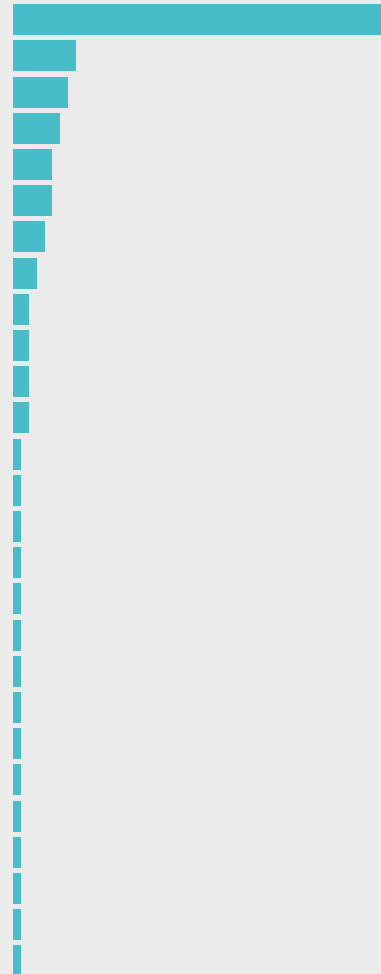
17% Entry-level / Trainee / Assistant

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**

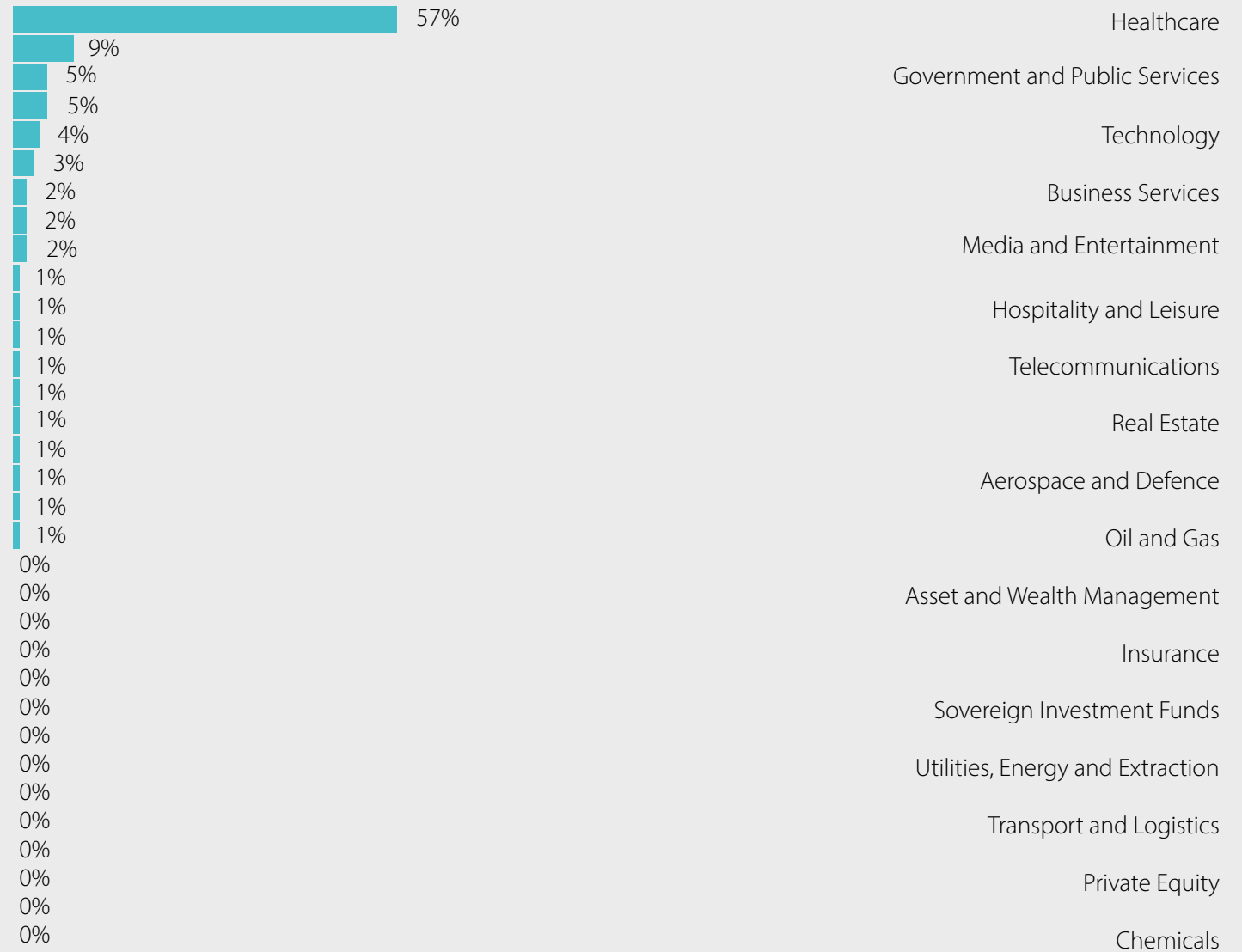


- 48% Education
- 8% Other (please specify)
- 7% Government and Public Services
- 6% Healthcare
- 5% Charities / Not for Profit
- 5% Technology
- 4% Business Services
- 3% Engineering and Construction
- 2% Financial Service
- 2% Hospitality and Leisure
- 2% Pharmaceutical and Life Sciences
- 2% Transport 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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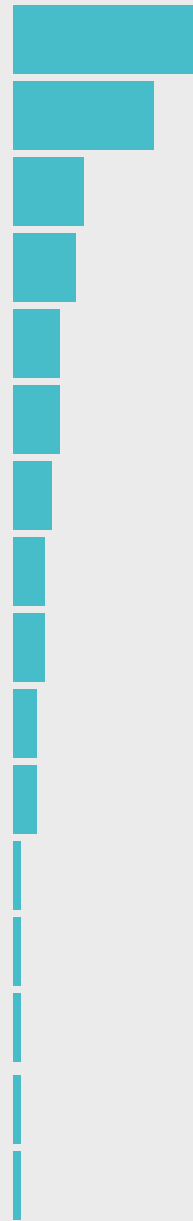


**IN WHICH INDUSTRY OR SECTOR ARE YOU MOST INTERESTED IN LOOKING FOR A JOB? PLEASE SELECT ONE**



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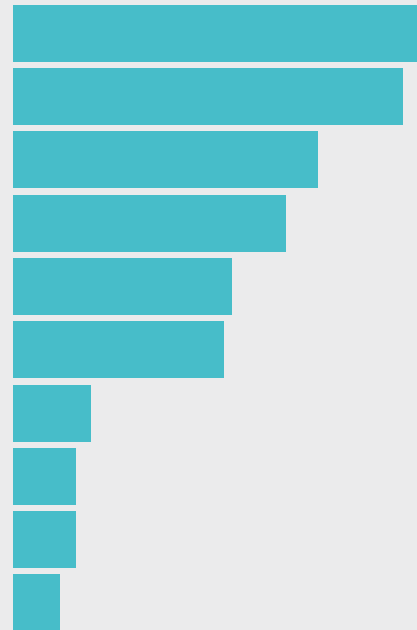
**WHICH OF THESE BEST  
DESCRIBES YOUR MOST  
RECENT ROLE?  
PLEASE SELECT ONE**



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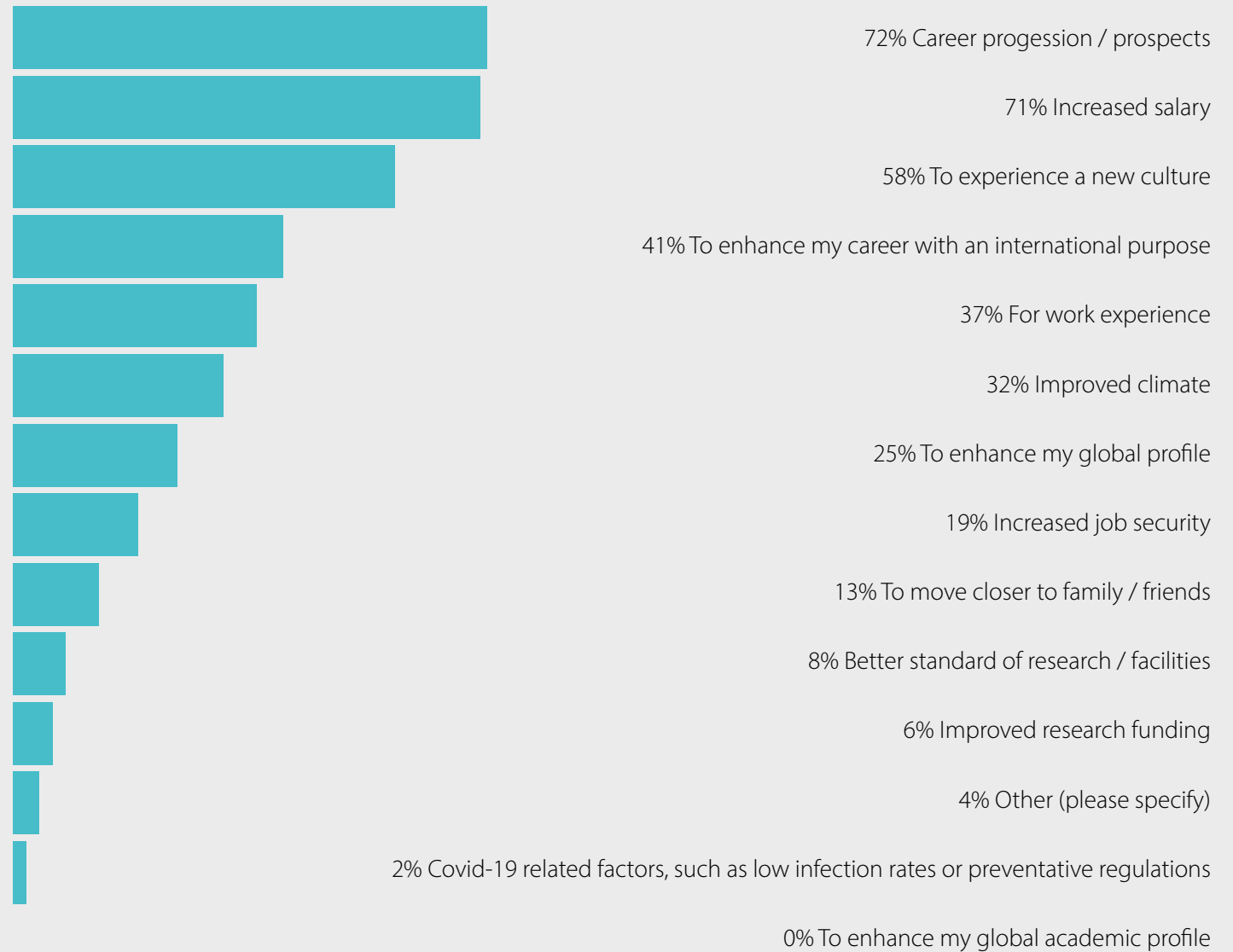
**WHAT MADE YOU DECIDE  
TO WORK ABROAD?  
PLEASE SELECT ALL THAT  
APPLY**



- 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

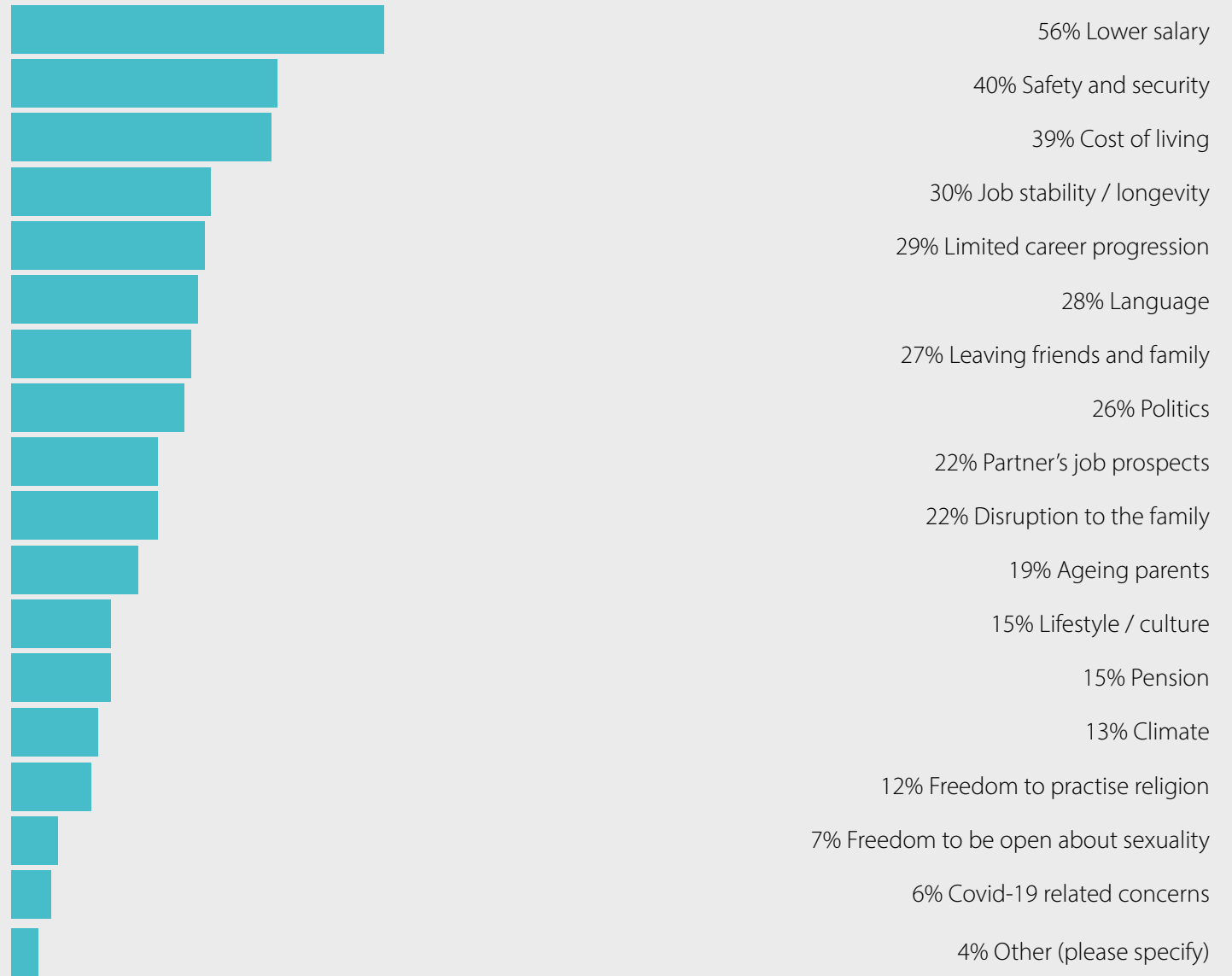
[\*\*BACK TO REPORT\*\*](#)

**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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