

**jobs.ac.uk**

*Great jobs for bright people*

# **Jobseeker Insights 2023**

**Professional / Managerial / Support Services**

# Executive summary

jobs.ac.uk attracts a diverse, experienced and well-educated audience across all disciplines. 96% of survey respondents looking for a professional, managerial or support role have a Degree, Masters or Doctorate and 75% have more than 10 years' experience.

Our professional audience is highly mobile, 50% would consider a job opportunity outside of their home country in the future. Aside from the UK, our jobseekers are most likely to consider roles in the United States, Germany, Australia, and the Netherlands.

78% of respondents use our jobs by email service, showing that this is the perfect way to reach your target audience.

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

## SEE HOW WE CAN HELP?

92% of candidates indicate that a clear job description is the most important part of an advert.

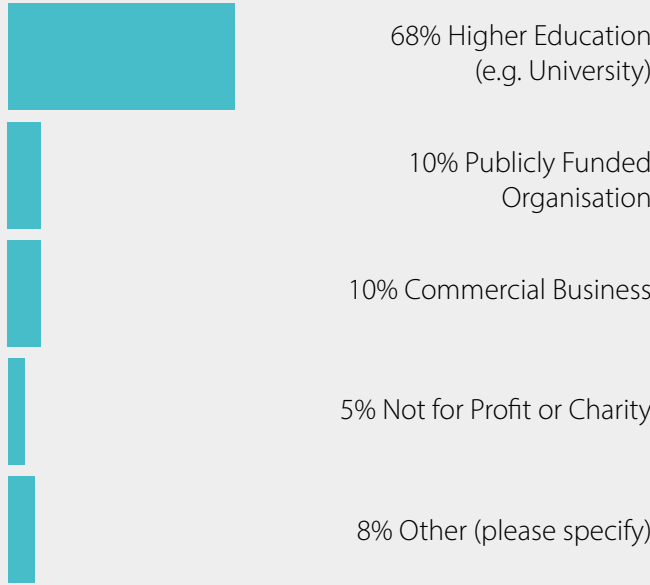
For support and guidance on getting the most out of your job advert, please get in touch on [enquiries@jobs.ac.uk](mailto:enquiries@jobs.ac.uk)

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

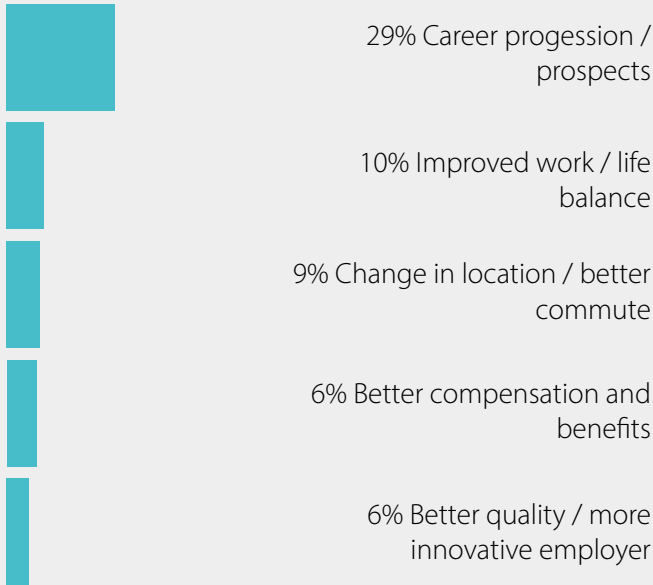


# General insights

## WHAT TYPE OF EMPLOYER ARE YOU LOOKING FOR?



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



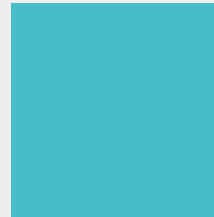
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## KEY FINDINGS

- 34% of respondents are actively searching and applying for professional / managerial / support opportunities
- 84% of respondents are currently employed
- 96% are educated to a minimum of degree level, with 55% holding an advanced degree
- The main reason they are looking at changing jobs is for career progression
- 87% of respondents are looking for full time work, while 35% are either actively searching for or willing to consider part time roles

## Jobseeking preferences

### I PREFER A JOB ADVERT THAT...



61% ...contains all the job details, including job description and person specification

48% ...has a short description with a detailed description attached

42% ...contains information about the employer as well as the role

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



29% Career progression / prospects

10% Improved work / life balance

9% Change in location / better commute

6% Better compensation and benefits

6% Better quality / more innovative employer

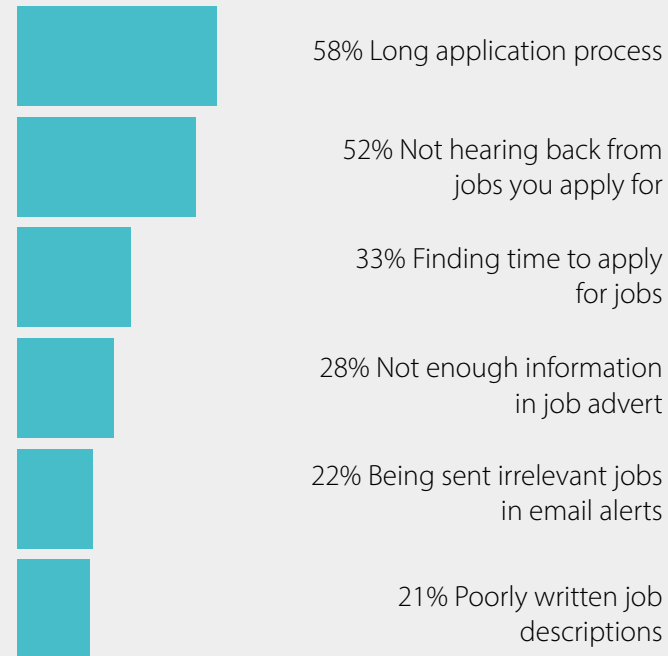
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### KEY FINDINGS

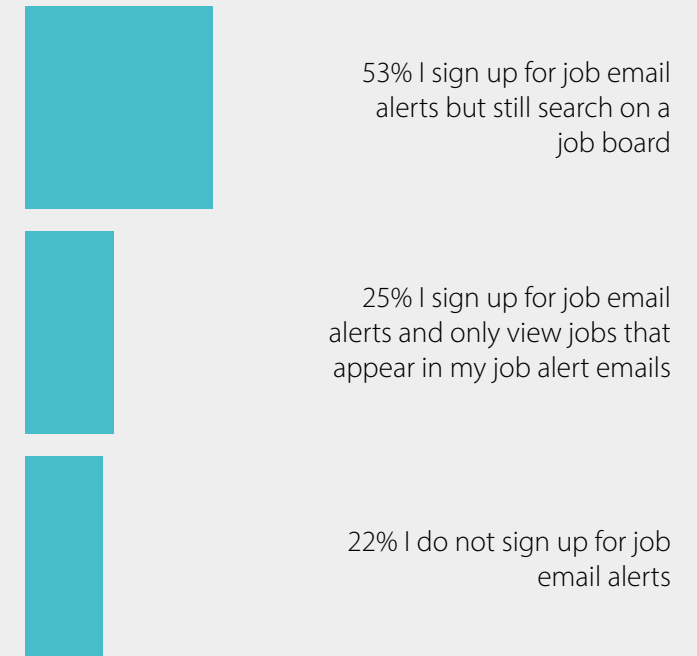
- The majority of jobseekers prefer adverts that contain all the relevant details

## 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?



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

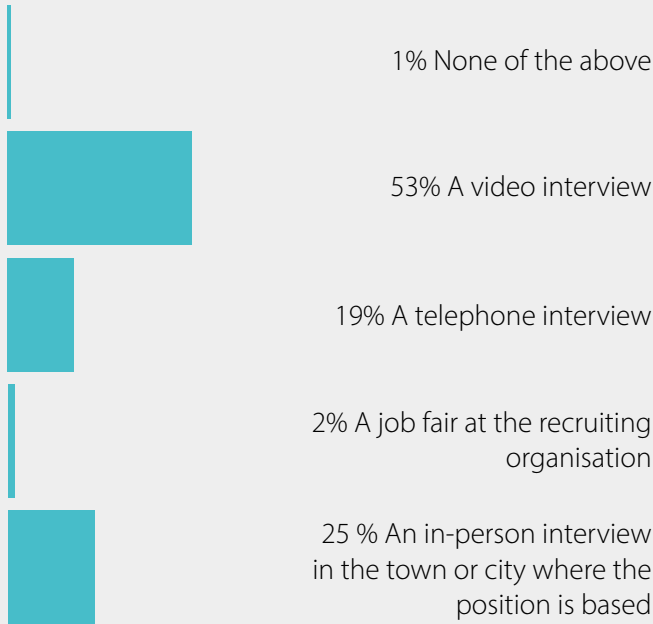
### KEY FINDINGS

- Even though 78% of respondents use the jobs by email service, 53% also regularly search the site

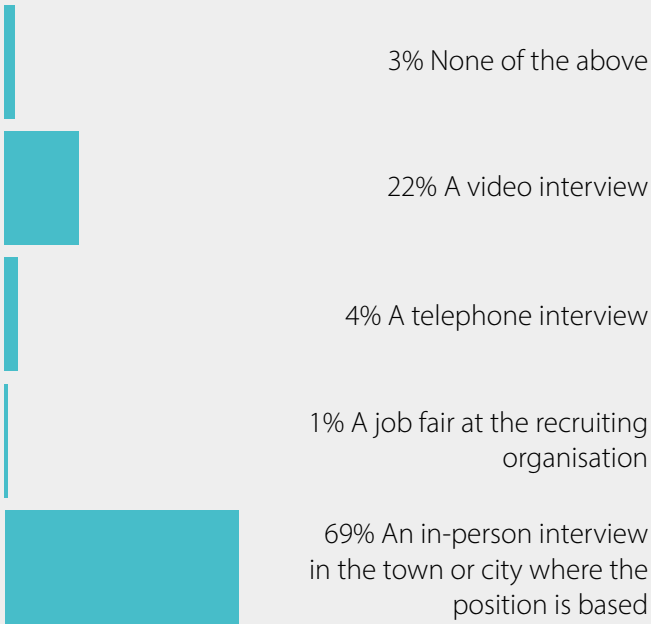
# Job interview preferences

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

### FIRST INTERVIEW



### SECOND INTERVIEW

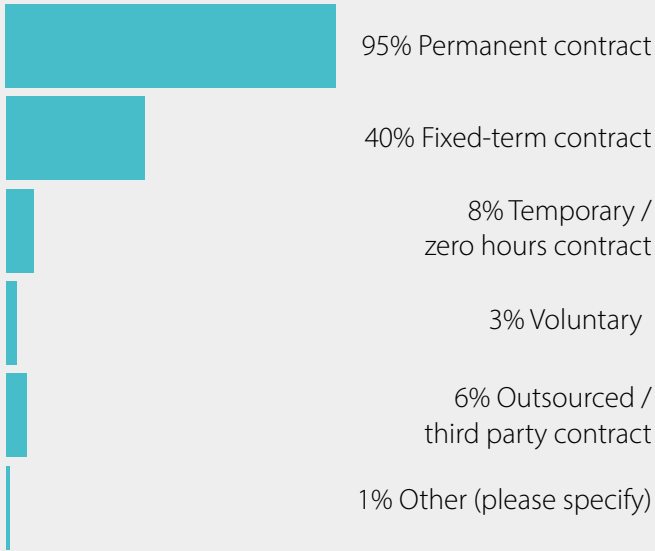


### KEY FINDINGS

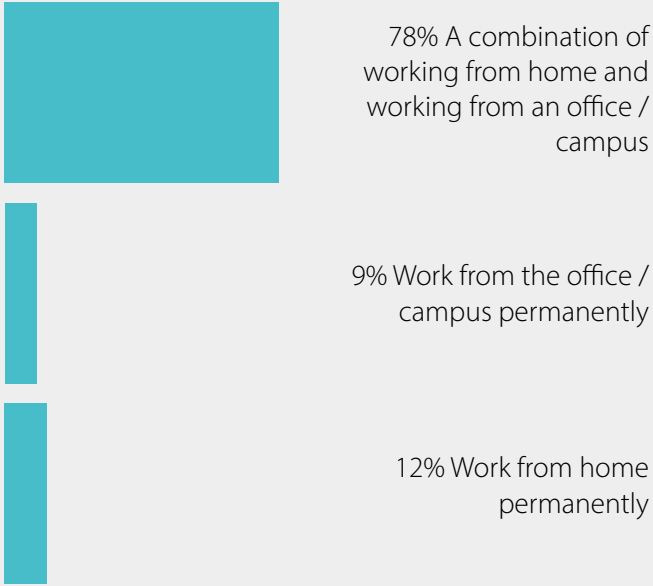
- The majority of respondents would prefer video interviews for the first interview for local jobs.

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?



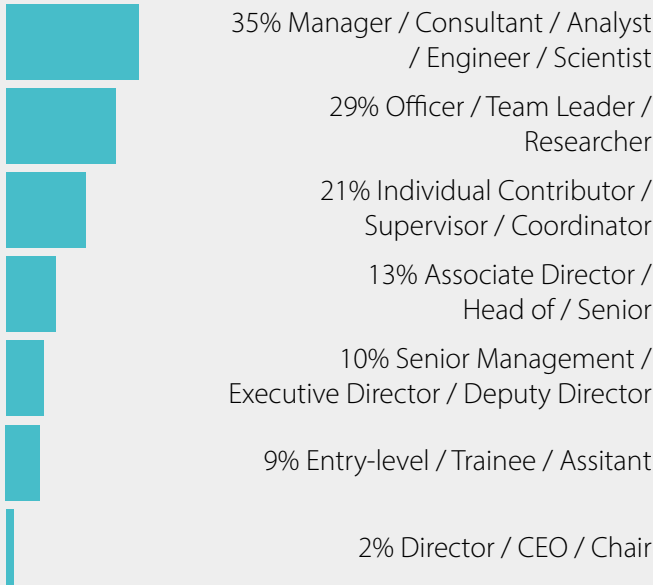
KEY FINDINGS

- 95% 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

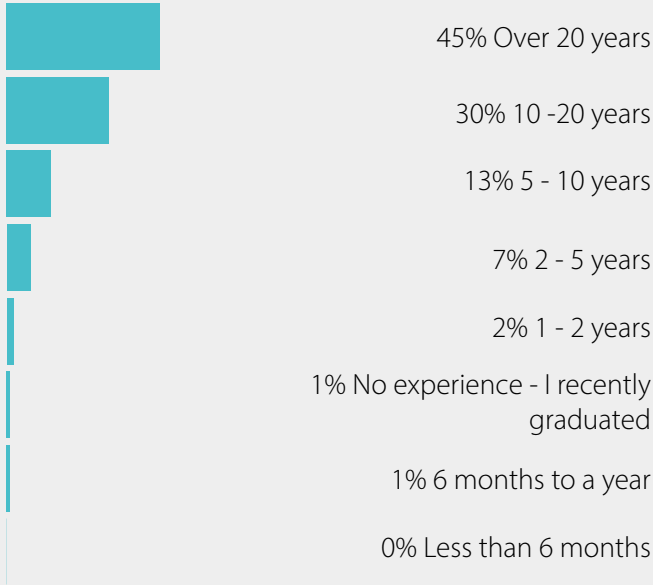
## Level of experience

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

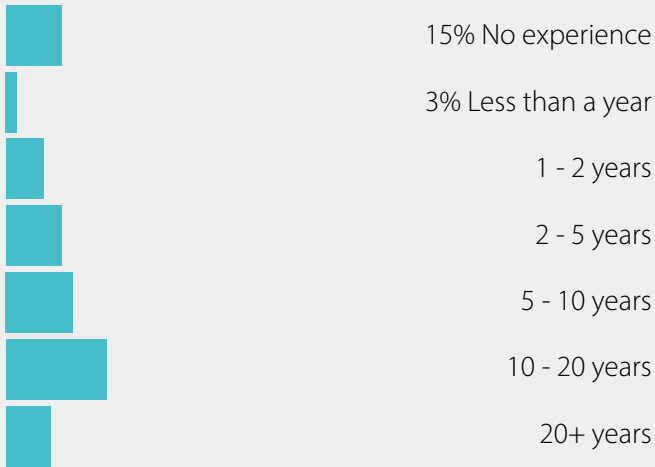
- There is a range of different work experience levels among those visiting jobs.ac.uk
- Almost half of candidates have more than 20 years' work experience and 3 in 4 have more than 10 years' experience
- At the other end of the spectrum, only 1% have less than 12 months' work experience



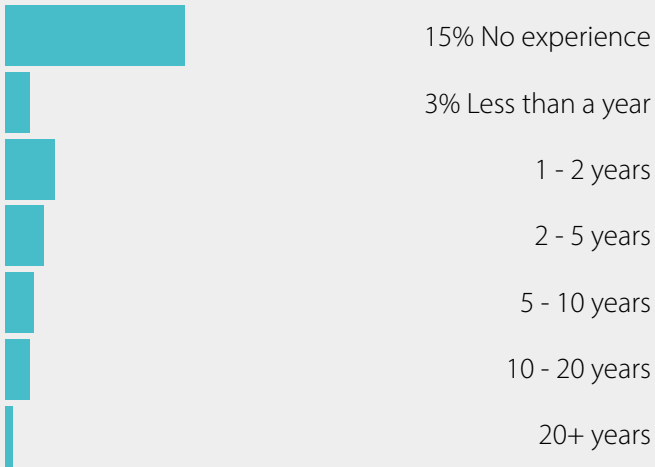
# Professional work experience

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

### HIGHER EDUCATION



### FURTHER EDUCATION



### PRIVATE SECTOR (NON-ACADEMIA)

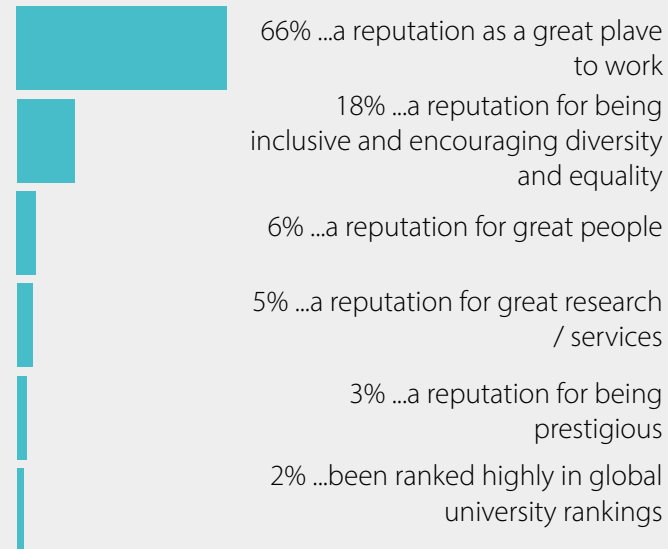


### PUBLIC SECTOR (NON-ACADEMIA)

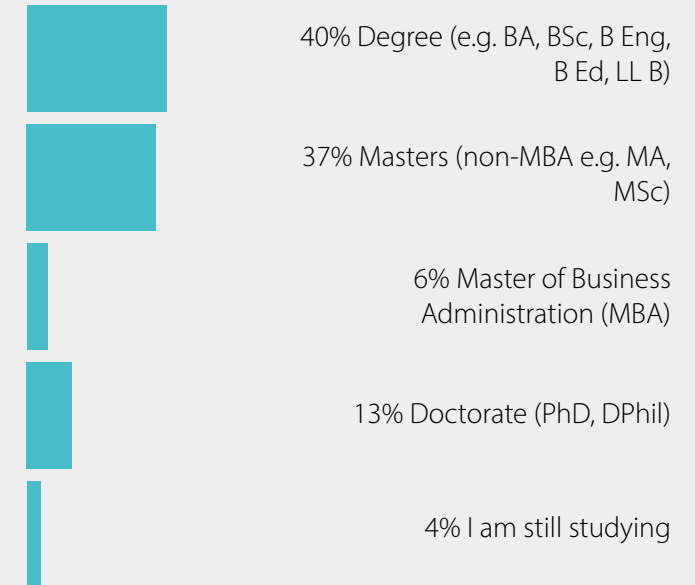


## Qualification levels and employer preferences

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

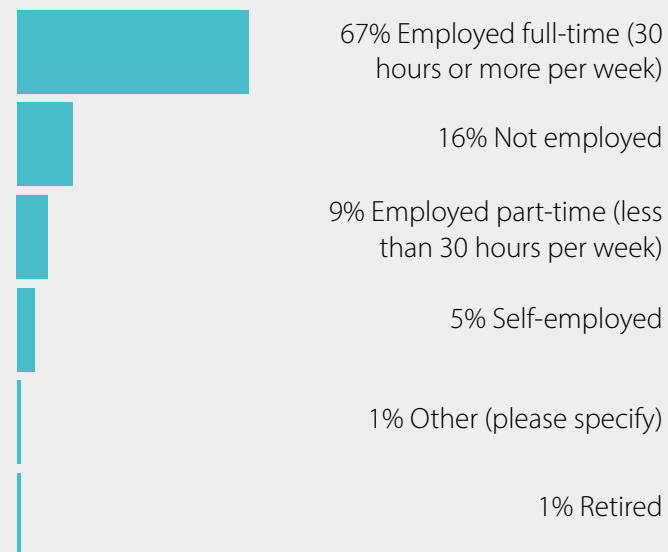


### WHAT IS YOUR HIGHEST LEVEL OF QUALIFICATION? PLEASE SELECT ONE

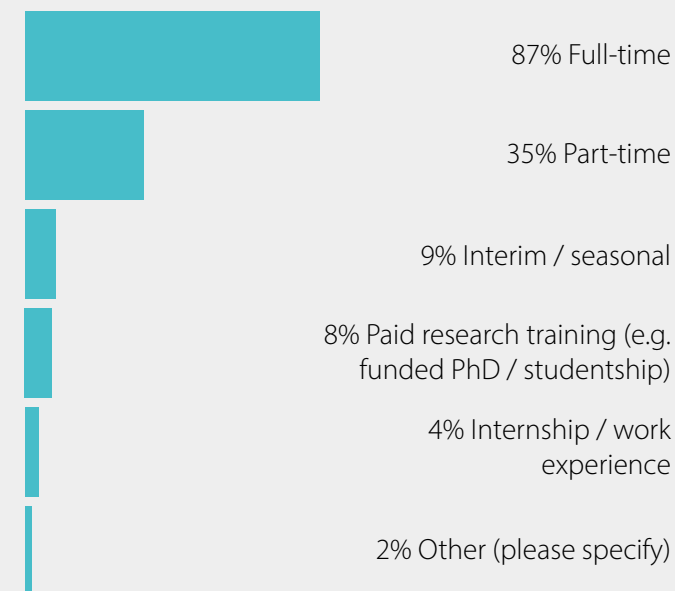


## Jobseeker preferences

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

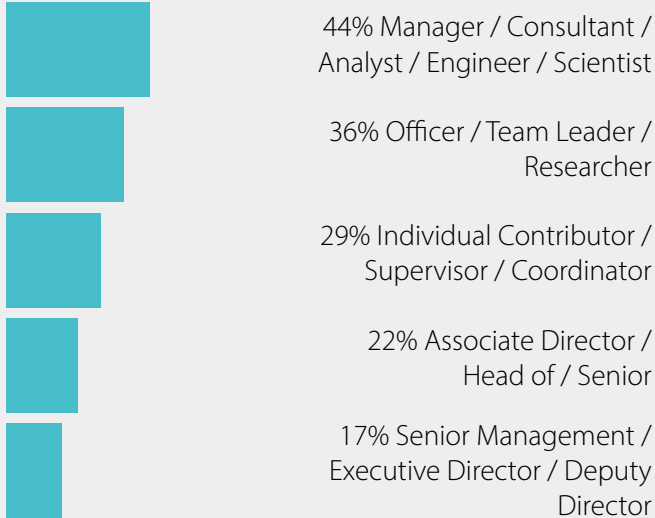


### WHAT TYPE(S) OF JOB ARE YOU LOOKING FOR / WOULD YOU BE LOOKING FOR?



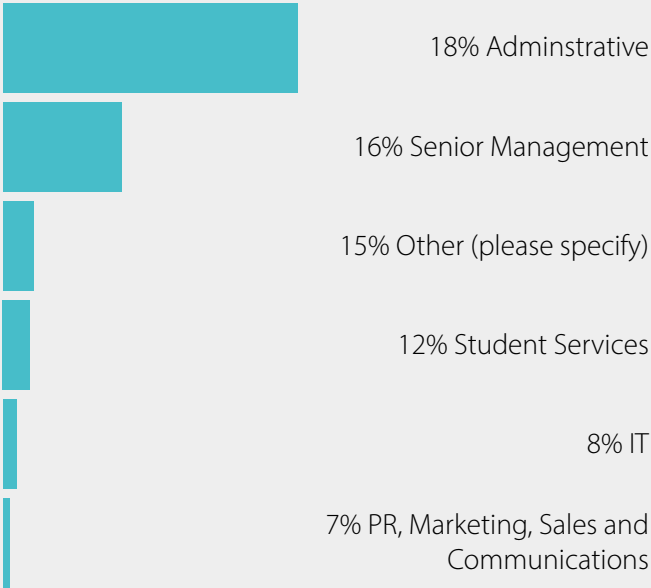
Employment preferences

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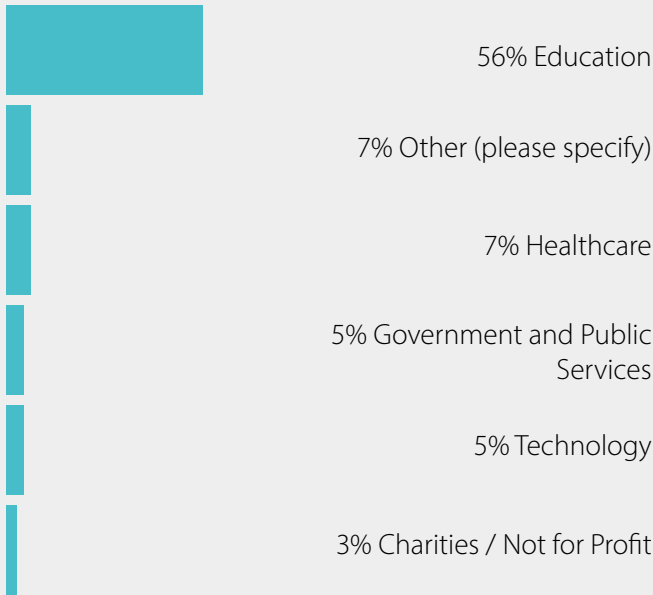
WHICH OF THESE BEST DESCRIBES THE AREA YOU WANT TO WORK?



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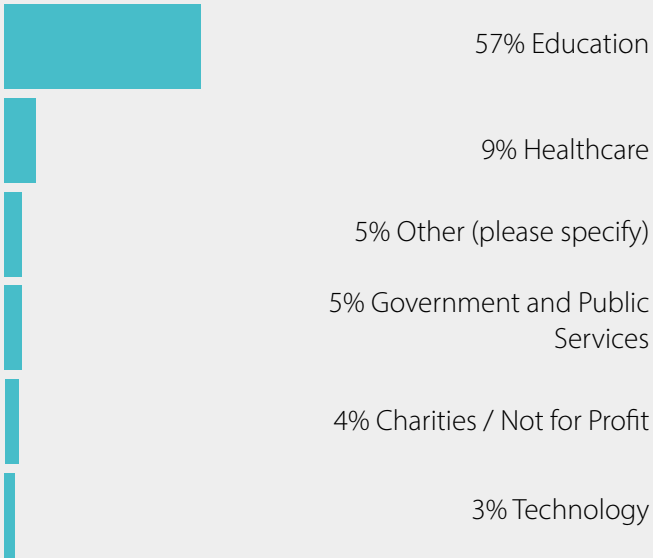
Industry and sector preferences

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



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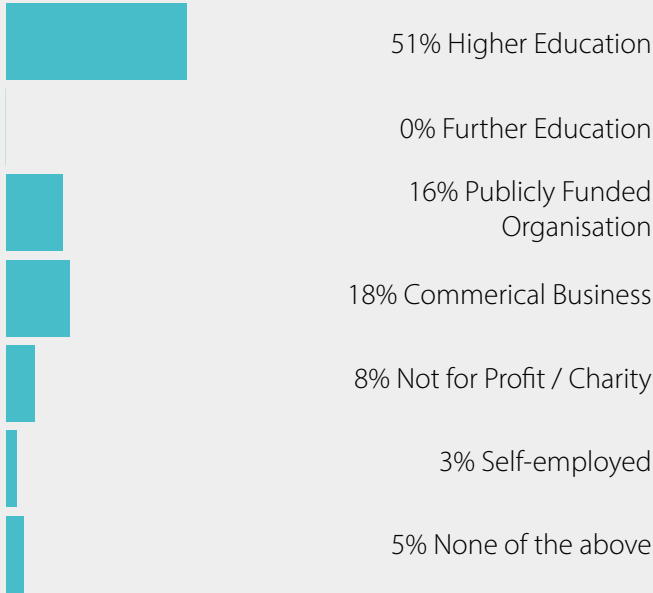
IN WHICH INDUSTRY OR SECTOR DOES YOUR CURRENT OR MOST RECENT EMPLOYER OPERATE?



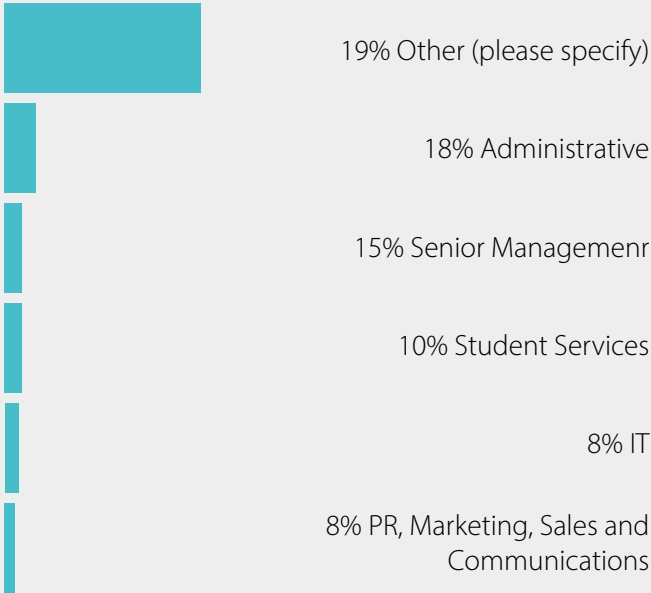
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Recent roles and employers

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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## International mobility

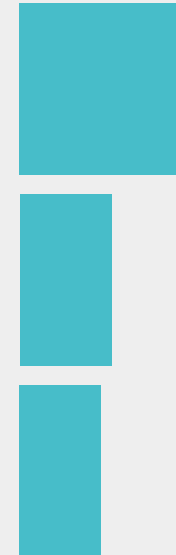
**HAVE YOU WORKED IN A COUNTRY OUTSIDE OF YOUR HOME COUNTRY?**



61% No

39% Yes

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



50% Yes

27% No

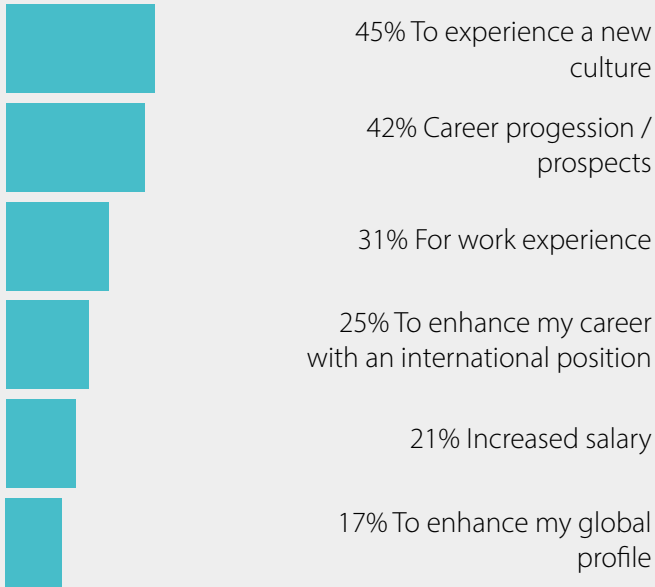
24% Maybe

### KEY FINDINGS

- 50% of professional jobseekers would consider relocating to another country for the right position

# International mobility

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



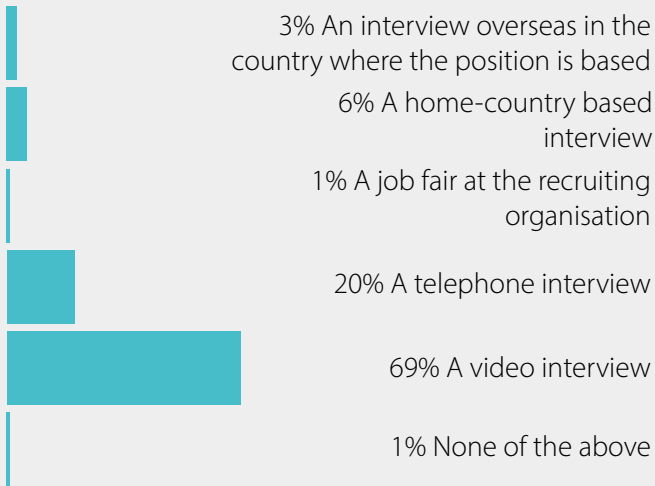
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### KEY FINDINGS

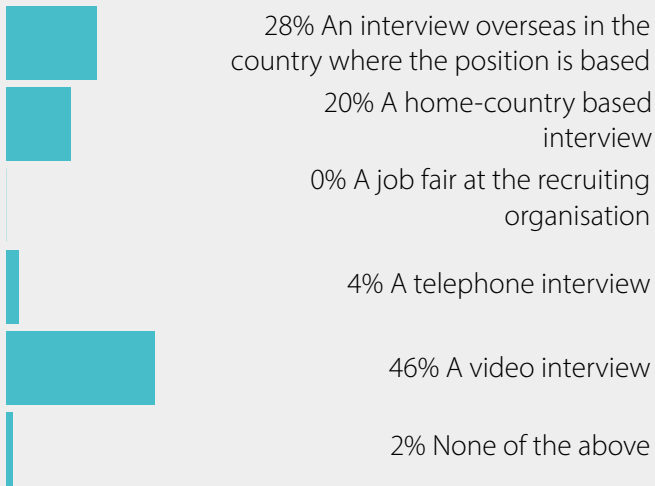
- 25% of professionals decided to work abroad to enhance their career

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

### FIRST INTERVIEW



### SECOND INTERVIEW





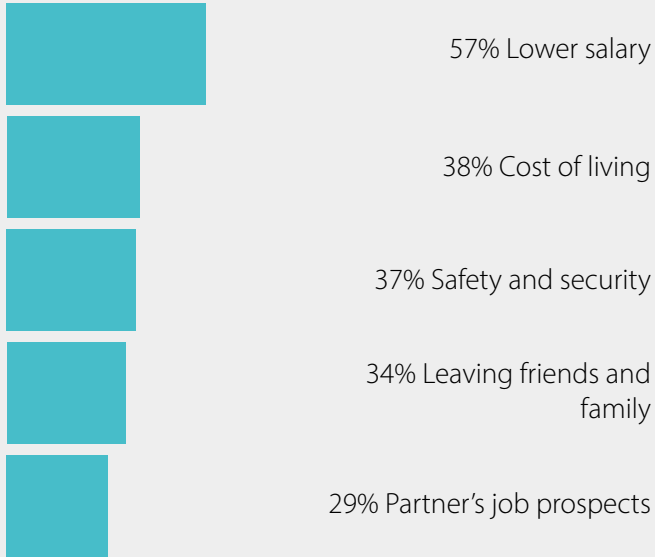
International  
mobility

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



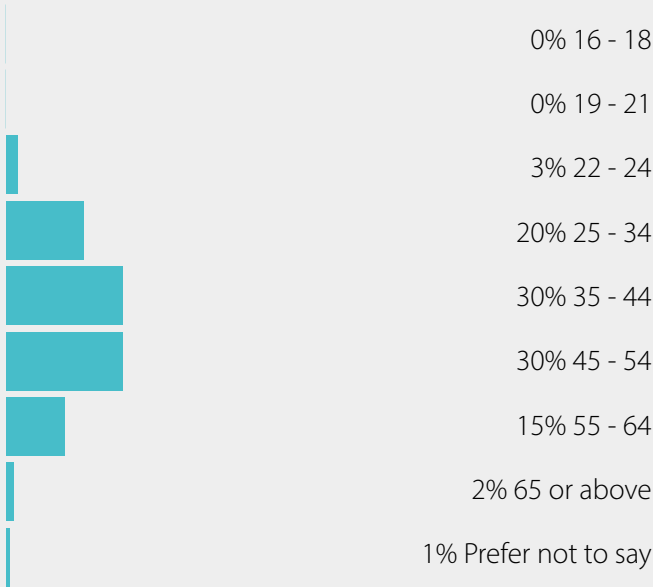
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## Jobseeker demographics

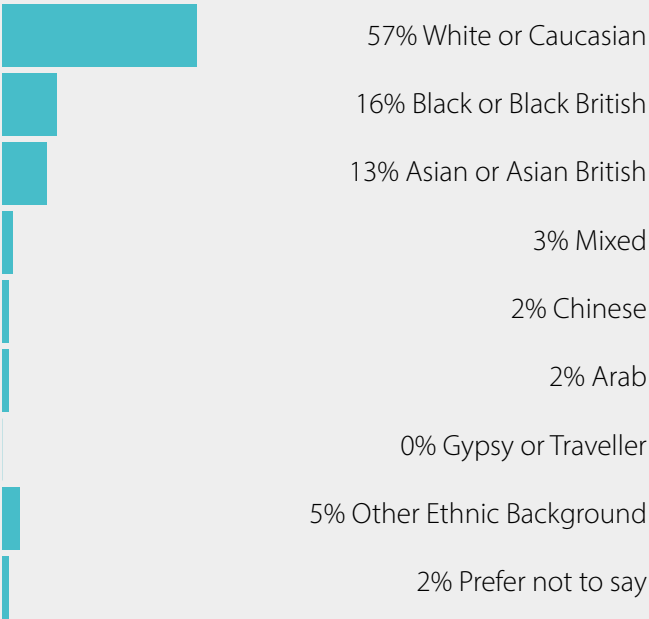
- The majority of respondents are between the ages of 35 and 54
- 11% consider themselves disabled
- 10% identify as LGBTQ+

# Age groups and ethic backgrounds

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



## WHAT IS YOUR ETHNIC BACKGROUND?

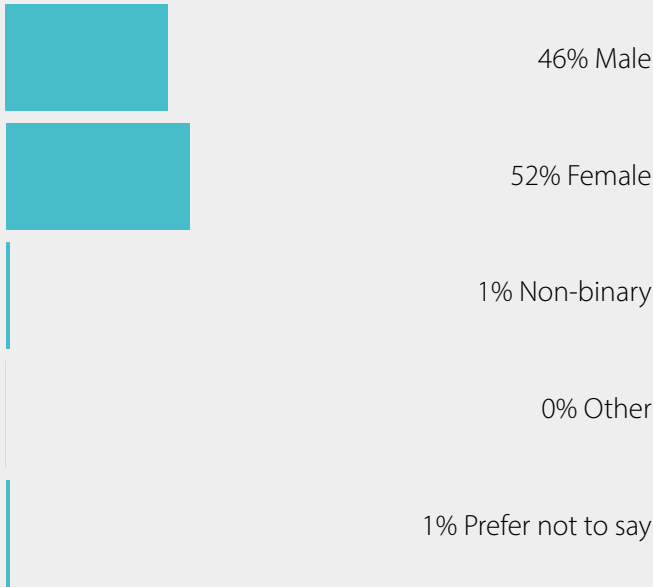


## KEY FINDINGS

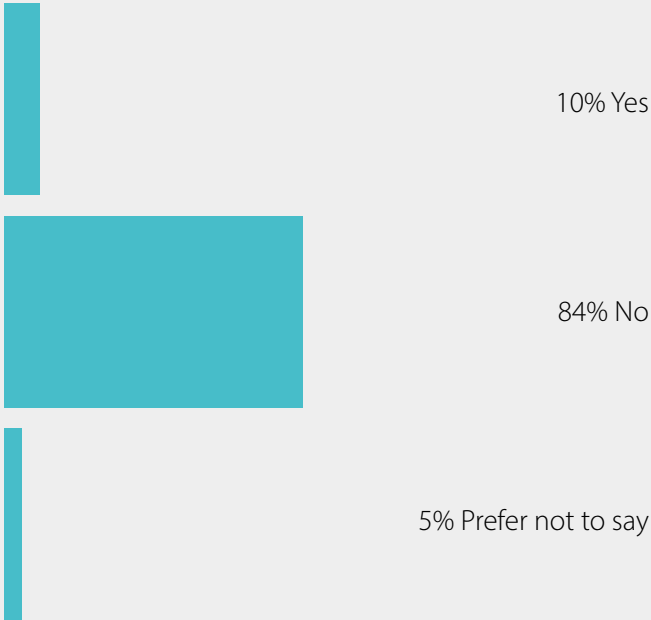
- jobs.ac.uk visitors are diverse in age, ethnic background and gender
- 95% of respondents are between the ages of 25 and 64
- 57% are Caucasian, 16% are Black, and 13% are Asian

# Gender and sexual orientation

## WHAT IS YOUR GENDER? PLEASE SELECT ONE



## DO YOU IDENTIFY AS LGBTQ+?



### KEY FINDINGS

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



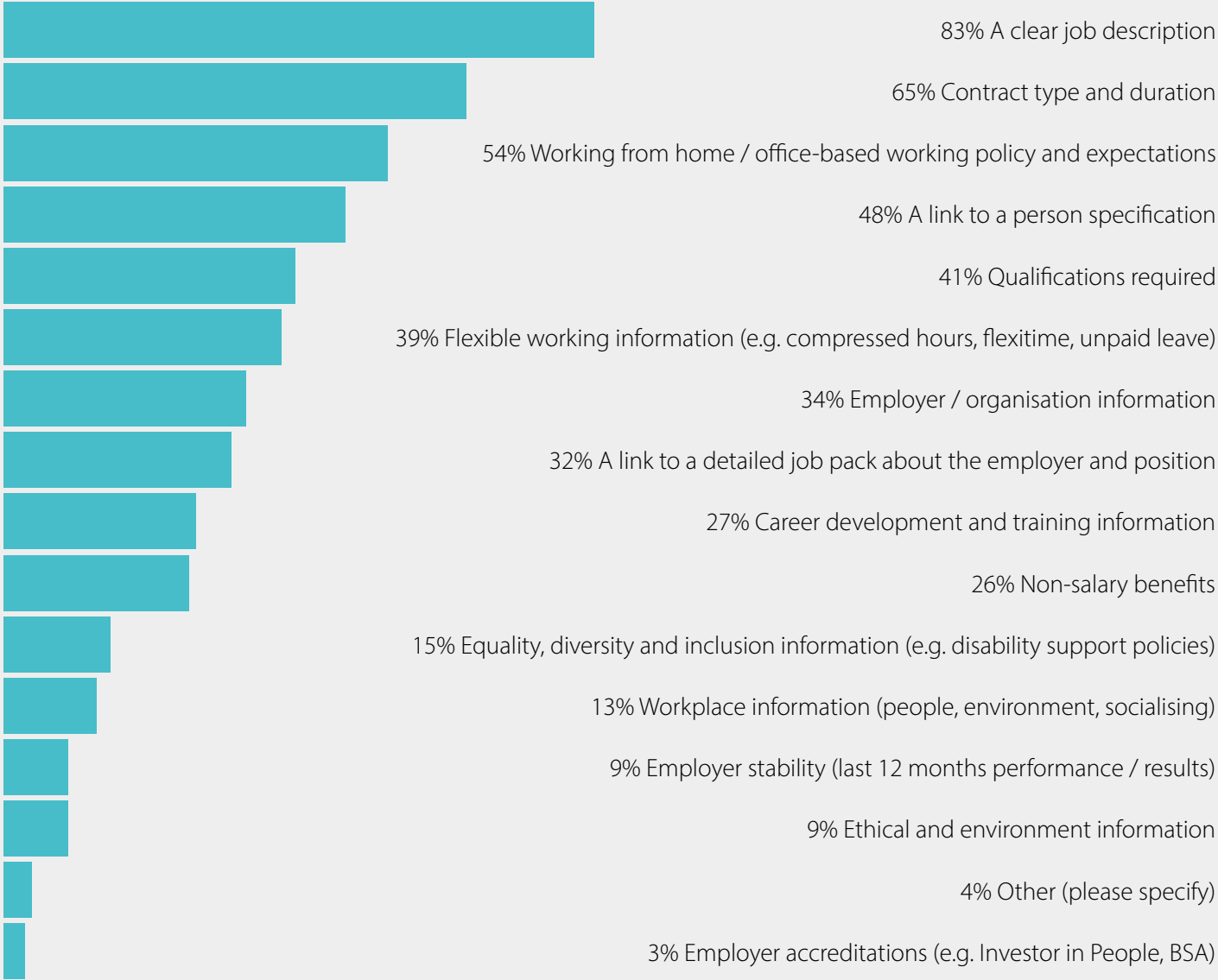
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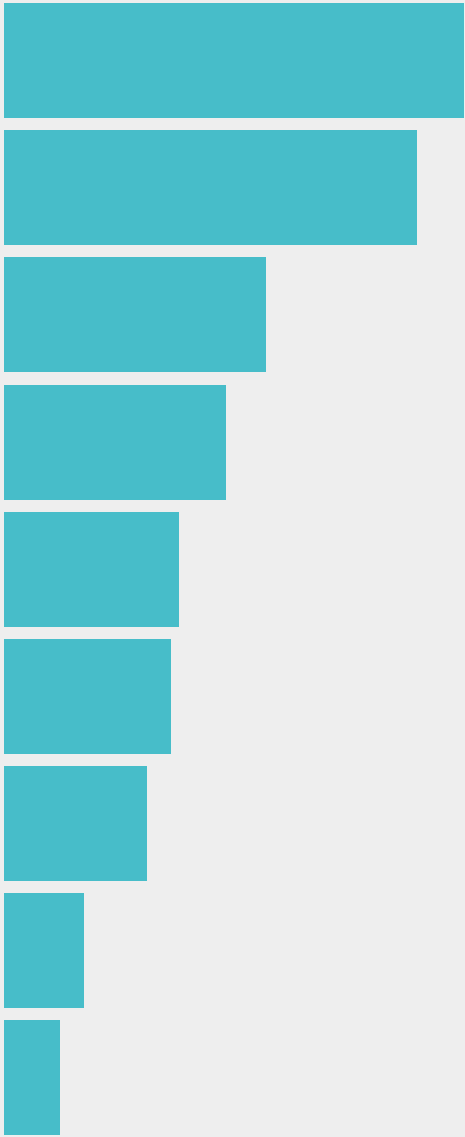
## **Appendix**

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



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



58% Long application process

52% Not hearing back from jobs you apply for

33% Finding time to apply for jobs

28% Not enough information in job advert

22% Being sent irrelevant jobs in email alerts

21% Poorly written job descriptions

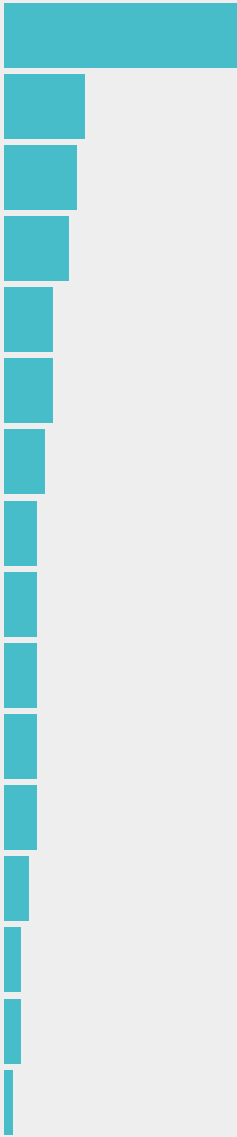
18% Out of date jobs

10% No contact information in job advert

7% Paper application forms

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



29% Career progression / prospects

10% Improved work / life balance

9% Change in location / better commute

8% Better compensation and benefits

6% Better quality / more innovative employer

6% Other (please specify)

5% Change in role

4% I have recently graduated and I'm looking for a job in my preferred sector / discipline

4% I have recently been made redundant

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

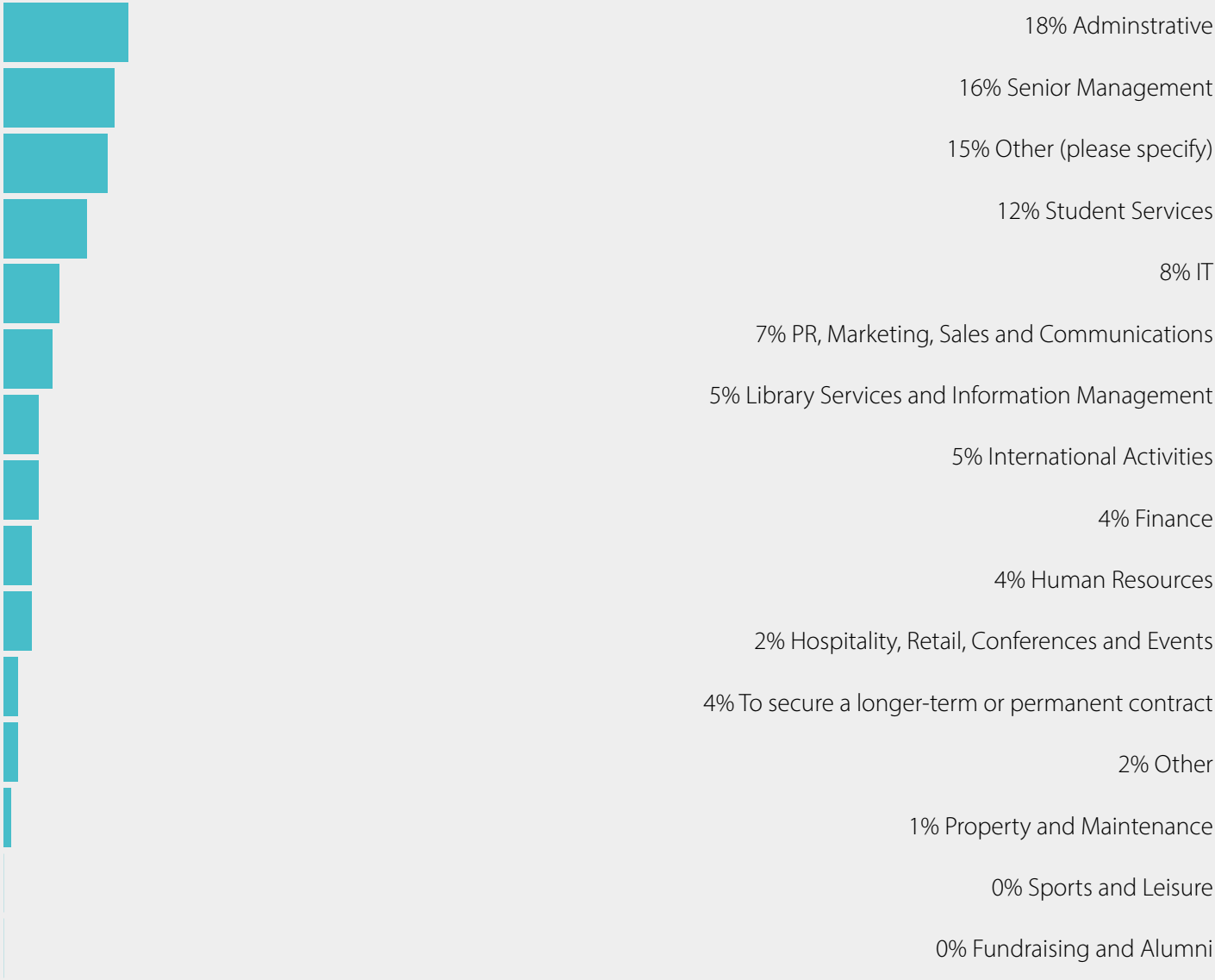
2% Change in discipline

1% I am looking for work experience

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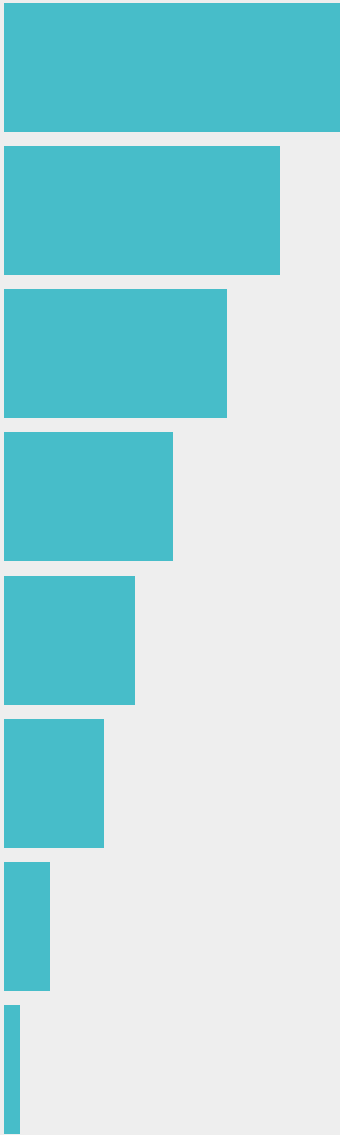


WHICH OF THESE BEST  
DESCRIBES THE AREA YOU  
WANT TO WORK? PLEASE  
SELECT ONE



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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



44% Manager / Consultant / Analyst / Engineer / Scientist

36% Officer / Team Leader / Researcher

29% Individual Contributor / Supervisor / Coordinator

22% Associate Director / Head of / Senior

17% Senior Management / Executive Director / Deputy Director

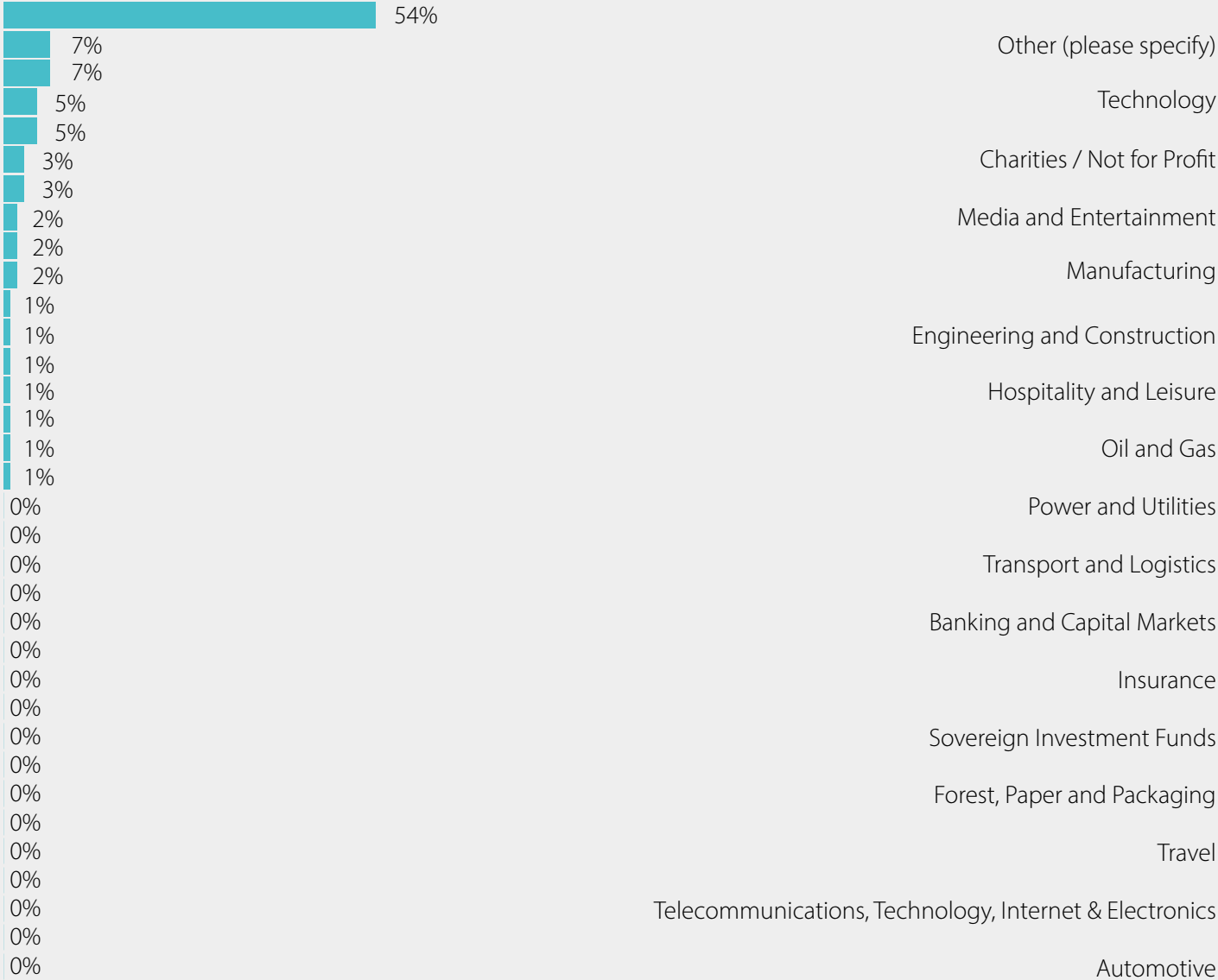
13% Entry-level / Trainee / Assistant

6% Director / CEO / Chair

2% Apprentice / Intern

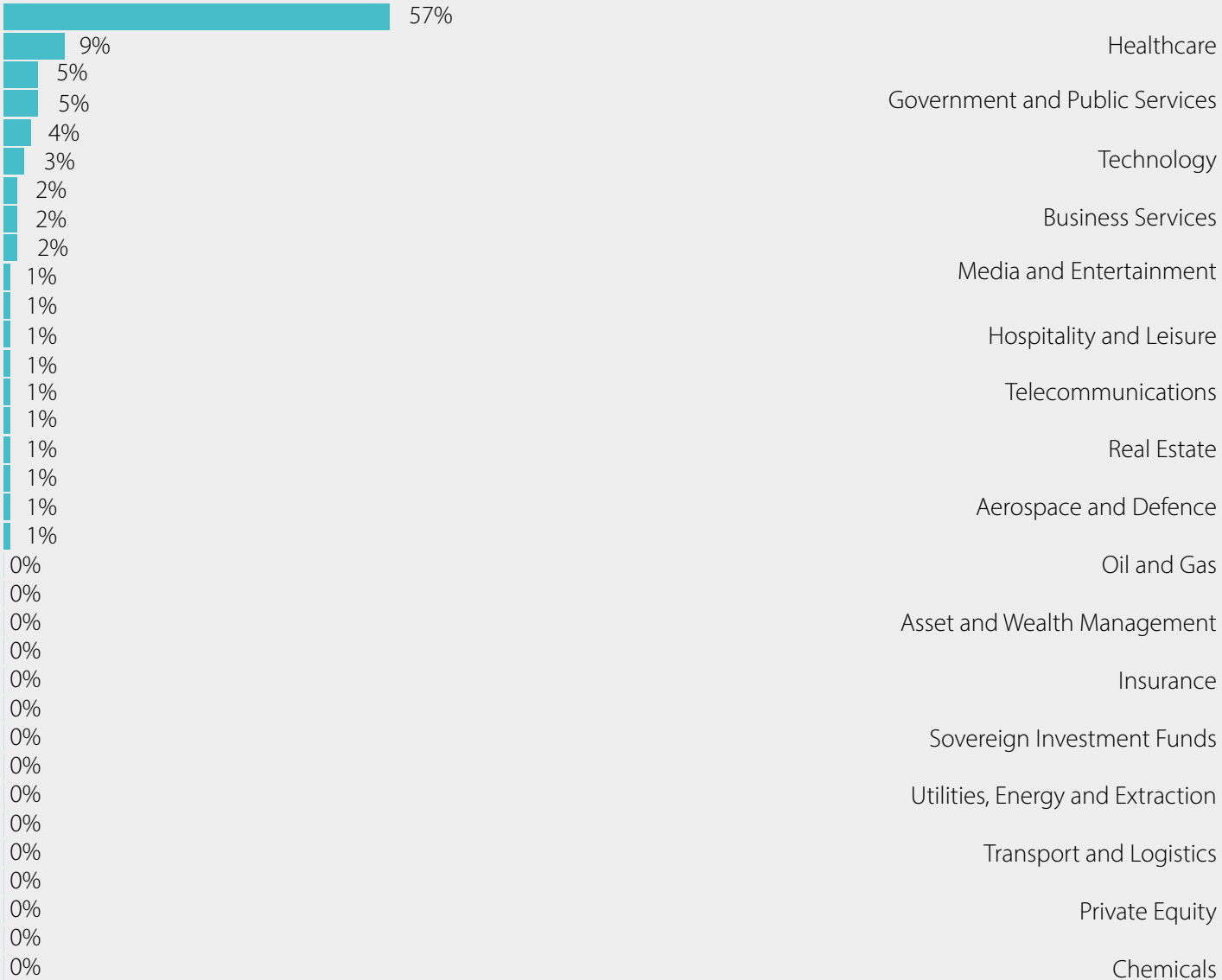
[BACK TO REPORT](#)

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



**BACK TO REPORT**

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

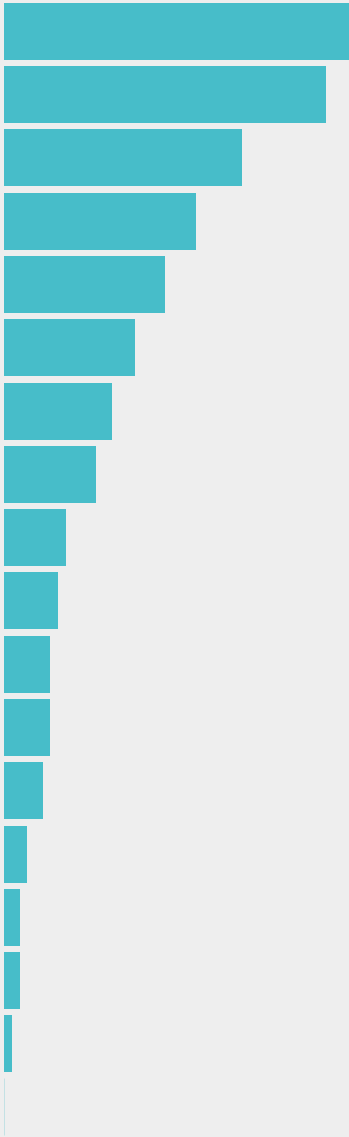
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WHICH OF THESE BEST  
DESCRIBES YOUR MOST  
RECENT ROLE? PLEASE  
SELECT ONE



[BACK TO REPORT](#)

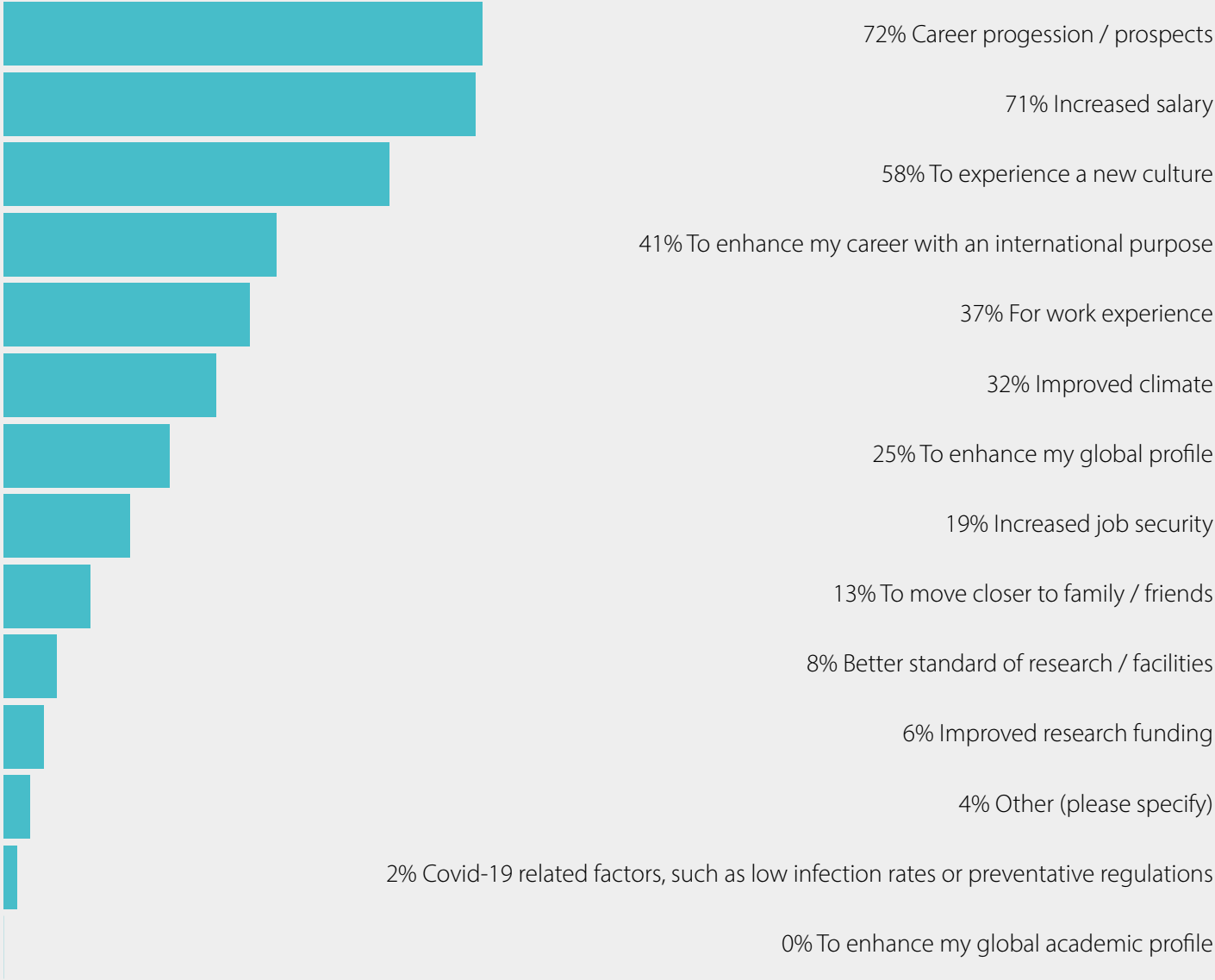
WHAT MADE YOU DECIDE  
TO WORK ABROAD?  
PLEASE SELECT ALL THAT  
APPLY



- 45% To experience a new culture
- 42% Career progression / prospects
- 31% For work experience
- 25% To enhance my career with an international position
- 21% Increased salary
- 17% To enhance my global profile
- 14% Other (please specify)
- 12% To move closer to family / friend
- 8% Improved climate
- 7% Research opportunities
- 6% To work with highly cited academics / at prestigious university
- 6% Increased job security
- 5% Better standard of research facilities
- 3% Improved research funding
- 2% Greater flexibility to publish research
- 2% To pursue a teaching only position
- 1% To live closer to site of research
- 0% To enhance my global academic profile

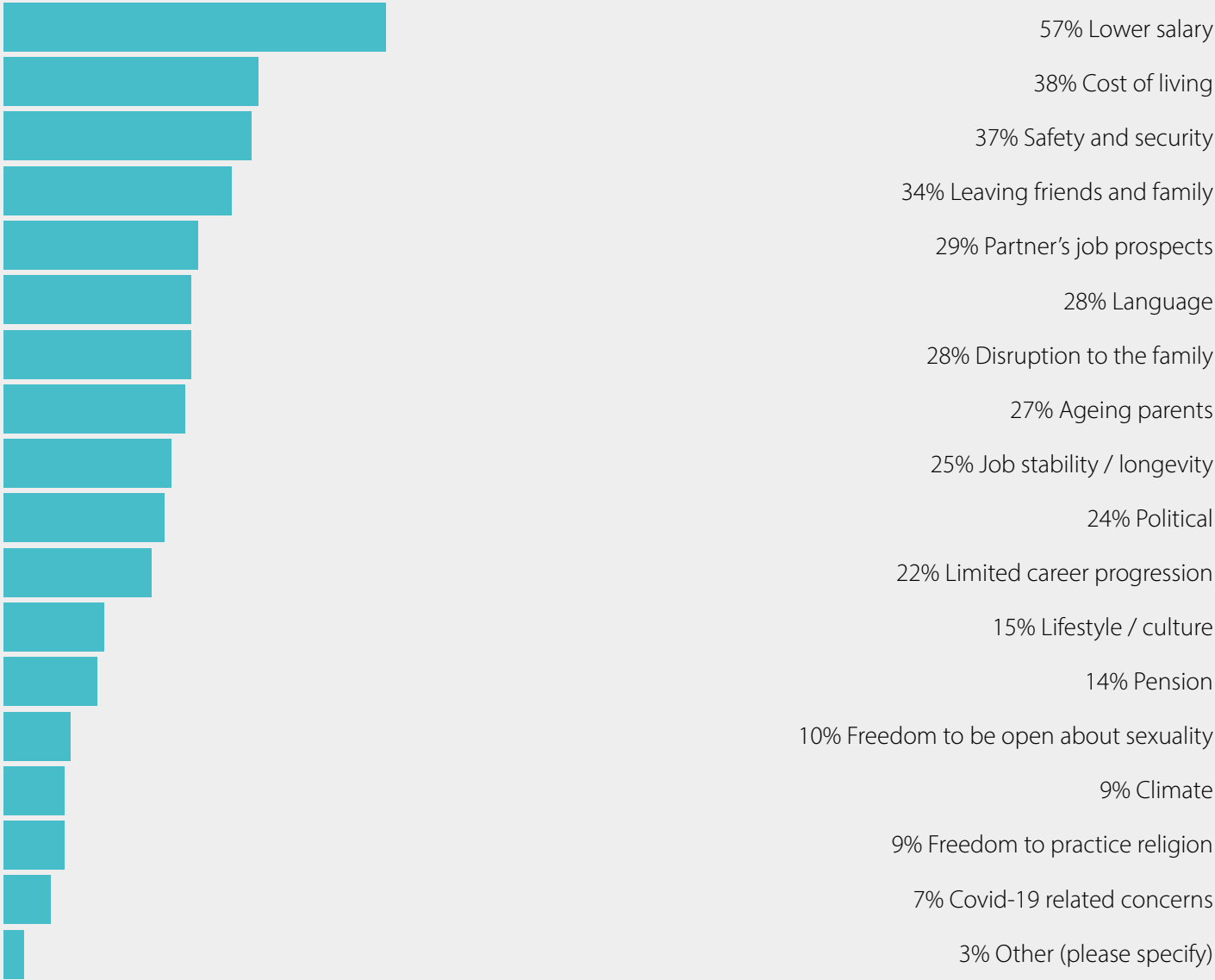
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WHAT FACTORS WOULD  
ATTRACT YOU TO ACCEPT  
A JOB OVERSEAS? PLEASE  
SELECT ALL THAT APPLY



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



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