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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

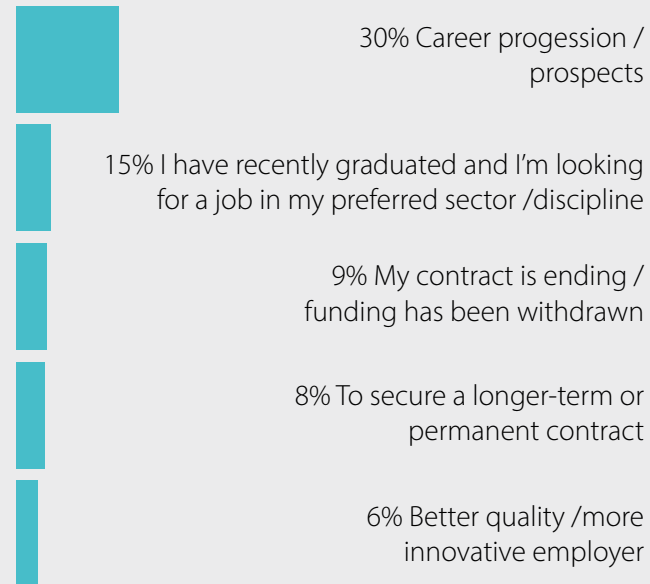
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Jobseeker Insights Academic

General insights

TOP 5 REASONS WHY RESPONDENTS ARE SEEKING A NEW JOB



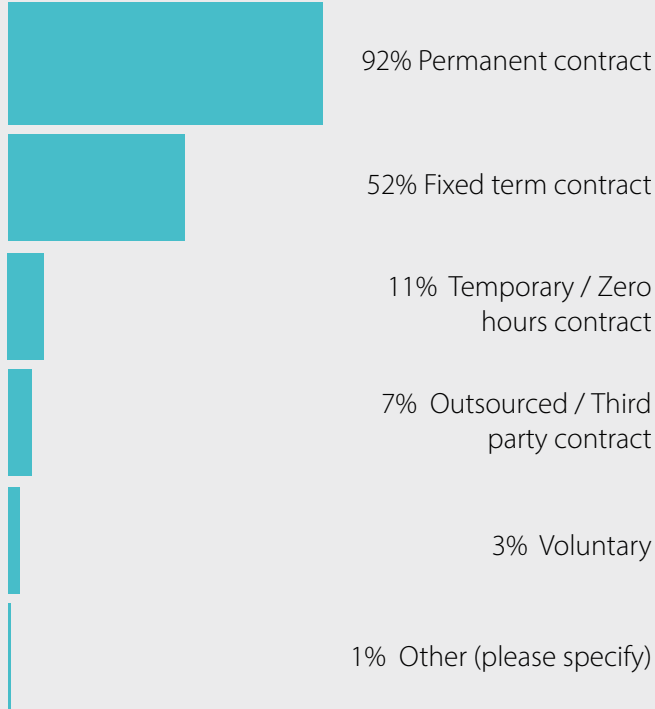
[FULL REPORT HERE](#)

KEY FINDINGS

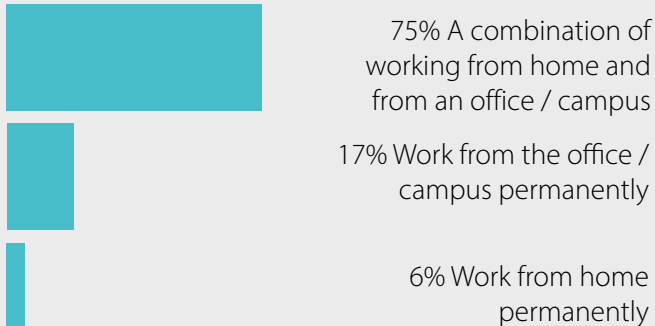
- 60% of respondents are actively searching and applying for academic /academic research job opportunities
- 96% are educated to a minimum of degree level, with 90% holding an advanced degree
- The main reason they are looking at changing jobs is for career progression
- 9 out of 10 respondents are looking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



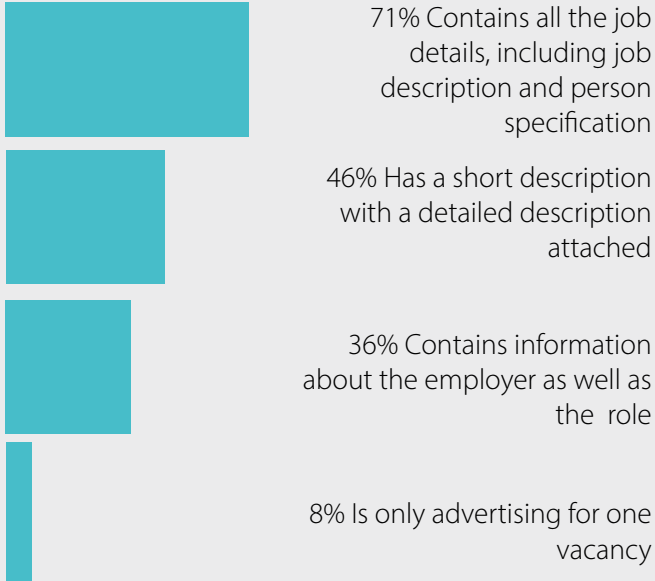
KEY FINDINGS

- 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



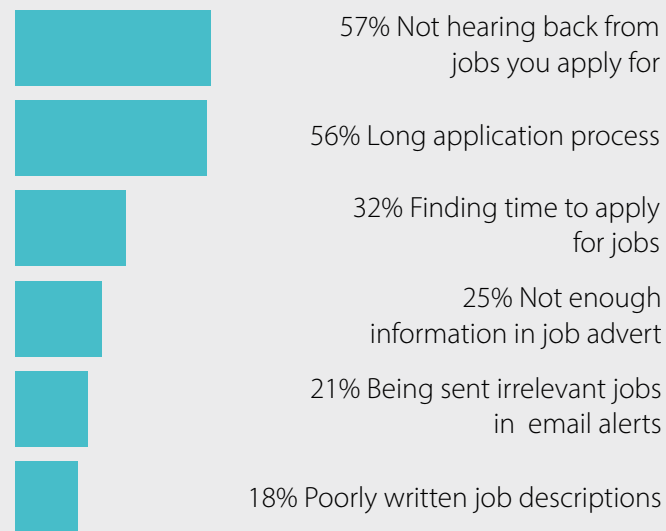
APART FROM THE TITLE, SALARY AND LOCATION, WHAT ARE THE FIVE MOST IMPORTANT THINGS IN A JOB ADVERT? PLEASE SELECT FIVE ANSWERS



[FULL REPORT HERE](#)

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](#)

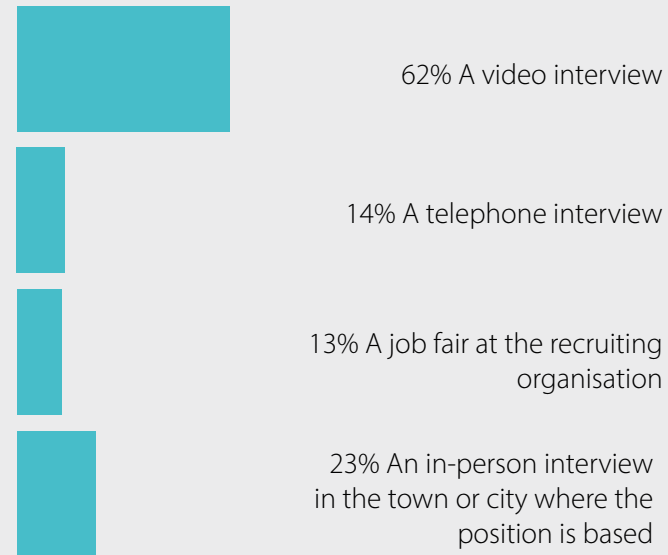
KEY FINDINGS

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

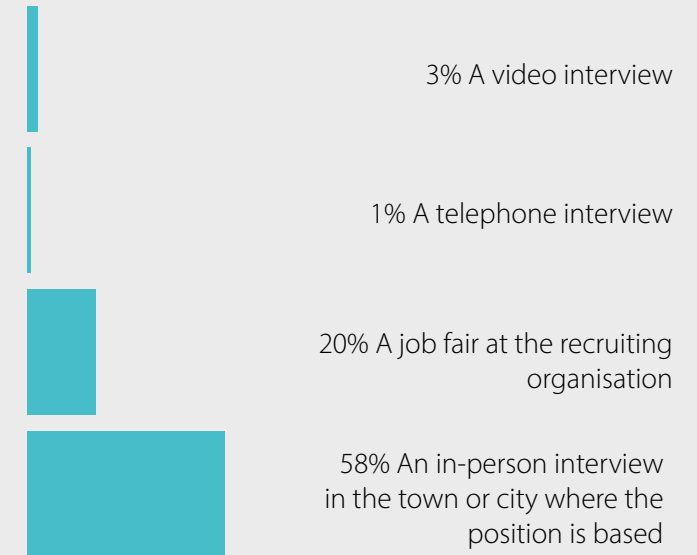
Job interview preferences

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

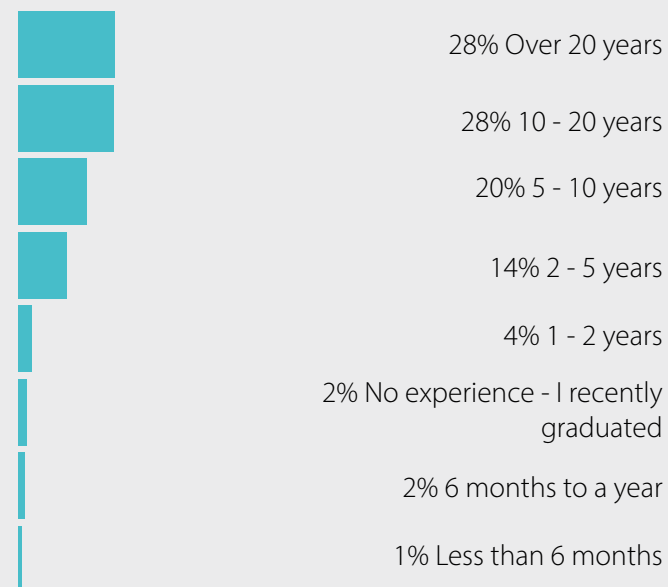
Level of experience

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

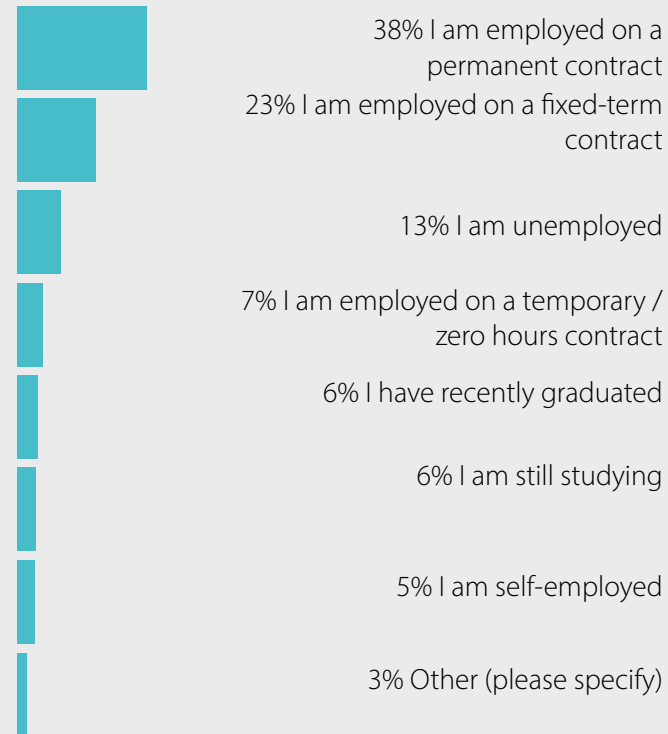


KEY FINDINGS

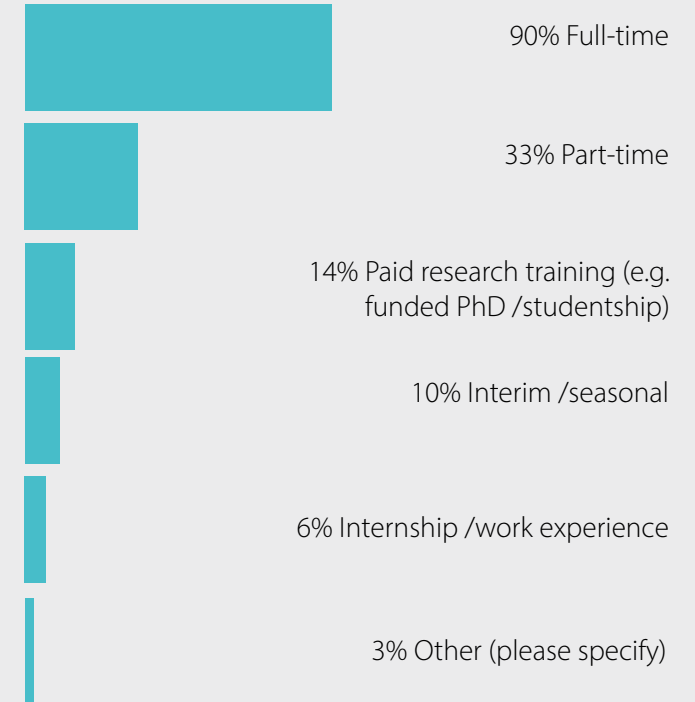
- There is a range of different work experience levels among those visiting jobs.ac.uk
- 28% of candidates have more than 20 years' work experience and 1 in 3 have more than 10 years' experience
- At the other end of the spectrum, under 1% have less than 6 months' work experience or have recently graduated

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



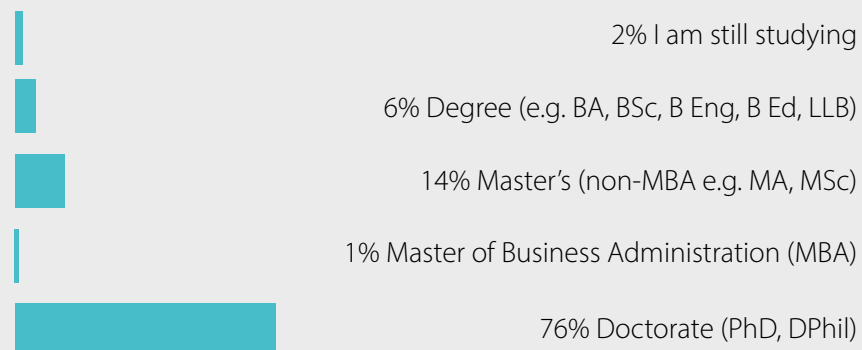
Employment preferences

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



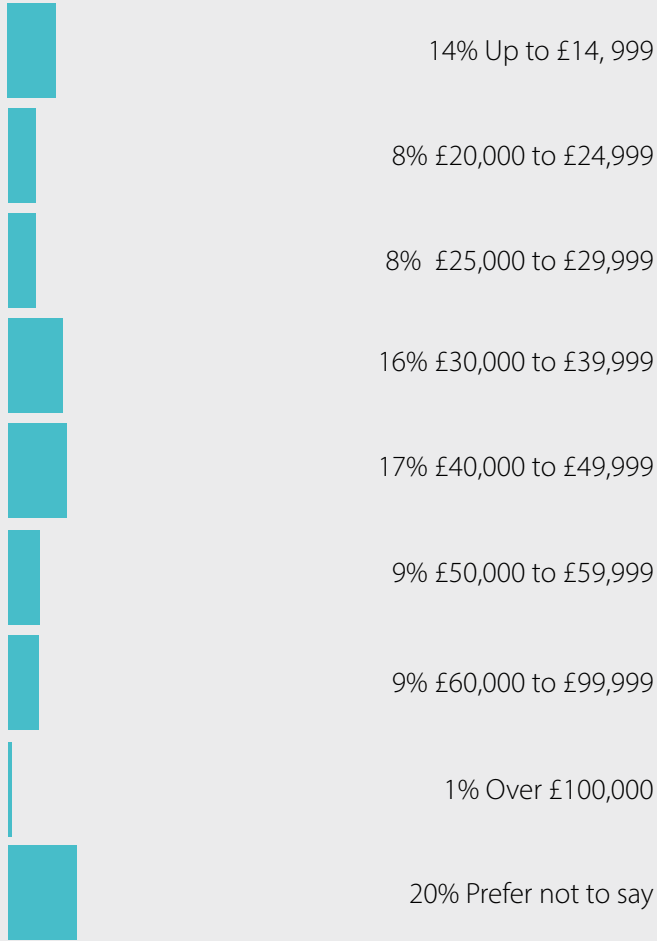
Education insights

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

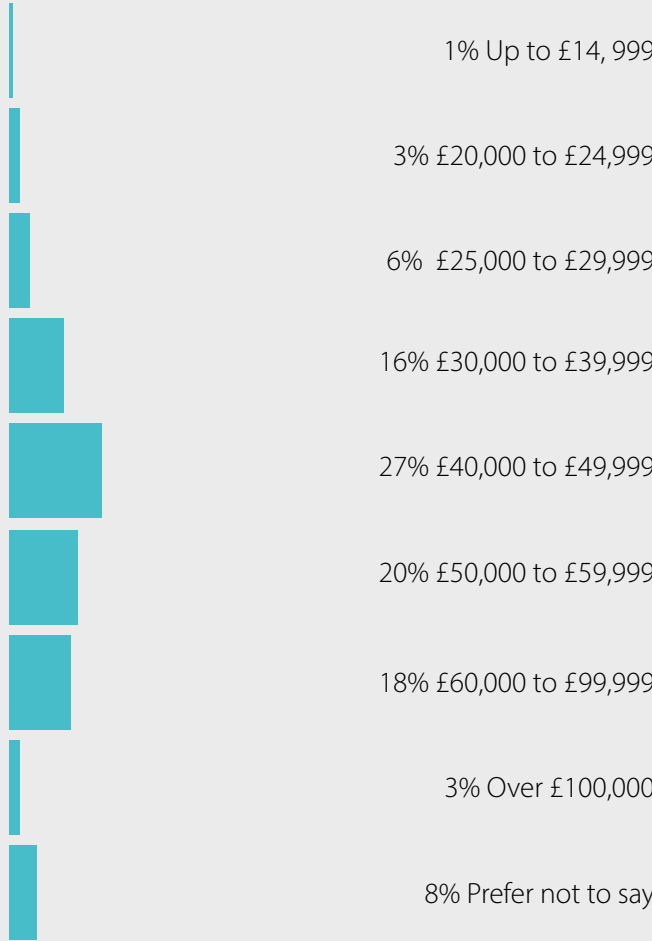


Salary insights

WHAT IS YOUR CURRENT SALARY? PLEASE SELECT ONE RESPONSE PERCENT

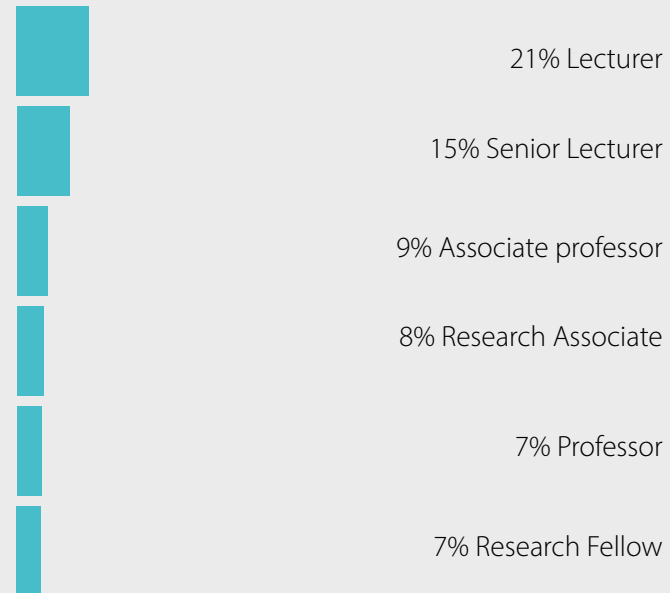


WHAT SALARY ARE YOU LOOKING FOR? PLEASE SELECT ONE RESPONSE PERCENT



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

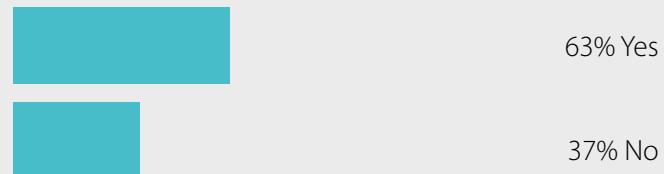
WHICH OF THE FOLLOWING DISCIPLINES ARE YOU LOOKING FOR JOBS IN? PLEASE SELECT ALL THAT APPLY



[FULL REPORT HERE](#)

International Mobility

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



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



KEY FINDINGS

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

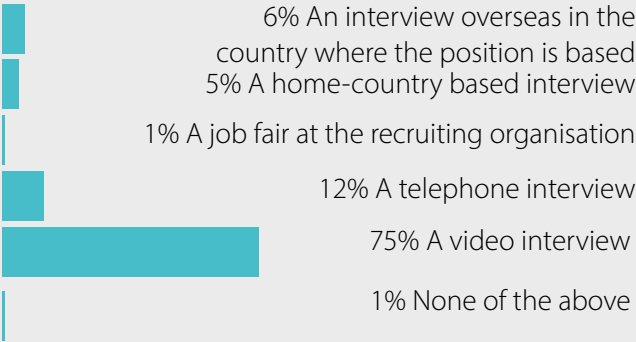
International mobility

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](#)

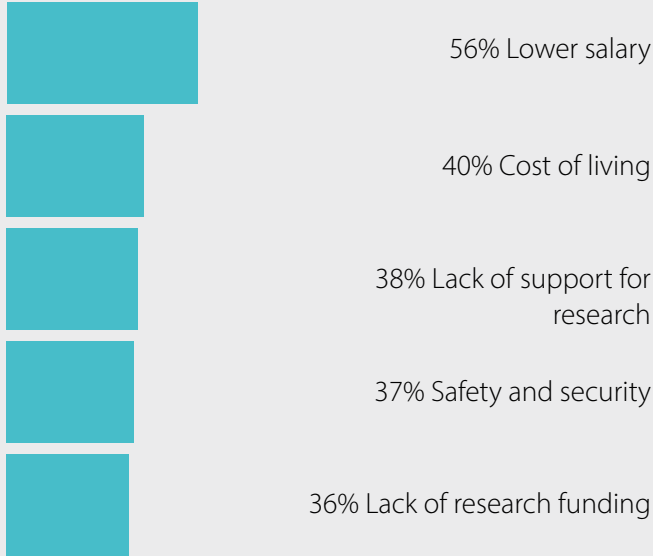
International mobility

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



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TOP 5 FACTORS THAT WOULD PREVENT JOBSEEKERS ACCEPTING A POSITION OVERSEAS



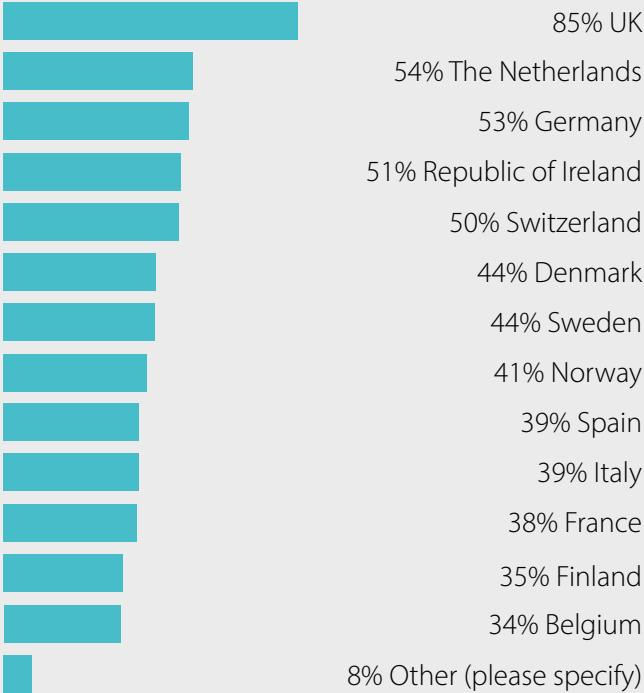
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International mobility

WOULD YOU CONSIDER WORKING IN EUROPE?



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



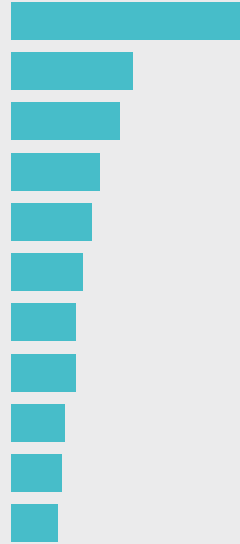
International mobility

WOULD YOU CONSIDER WORKING IN AFRICA?



35% Yes
23% Maybe

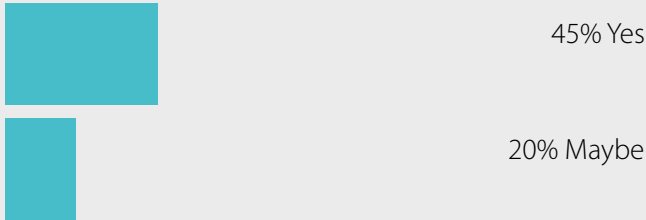
WHICH COUNTRY WOULD YOU BE INTERESTED TO WORK IN AFRICA? PLEASE SELECT ALL THAT APPLY



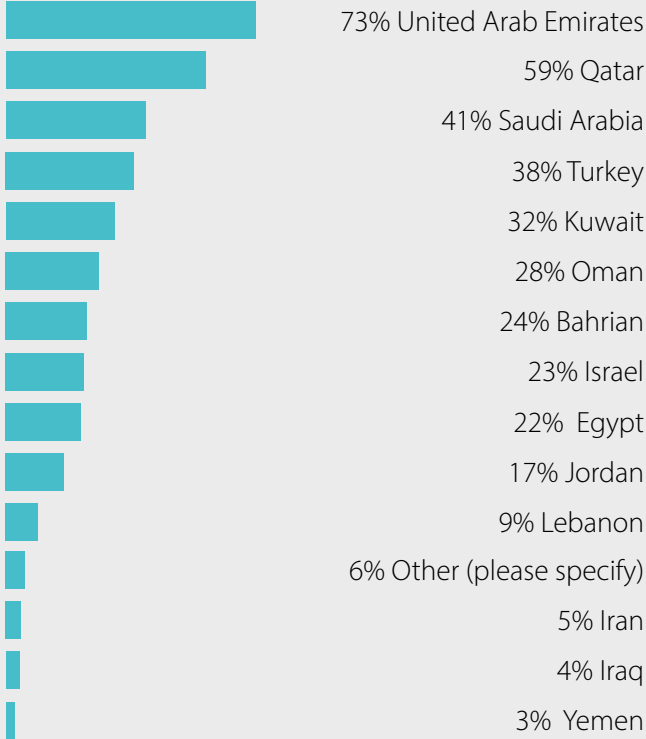
68% South Africa
36% Morocco
32% Egypt
26% Ghana
24% Nigeria
21% Tanzania
19% Tunisia
19% Ethiopia
16% Other (please specify)
15% Algeria
14% Angola

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?



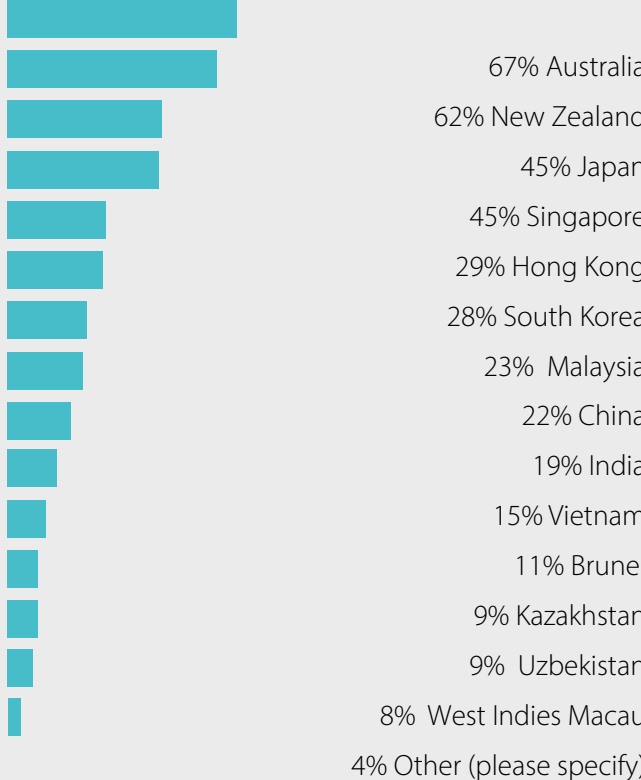
WHICH COUNTRY WOULD YOU BE INTERESTED TO WORK IN AMERICA OR ASIA PACIFIC?

PLEASE SELECT ALL THAT APPLY

AMERICA



ASIA PACIFIC

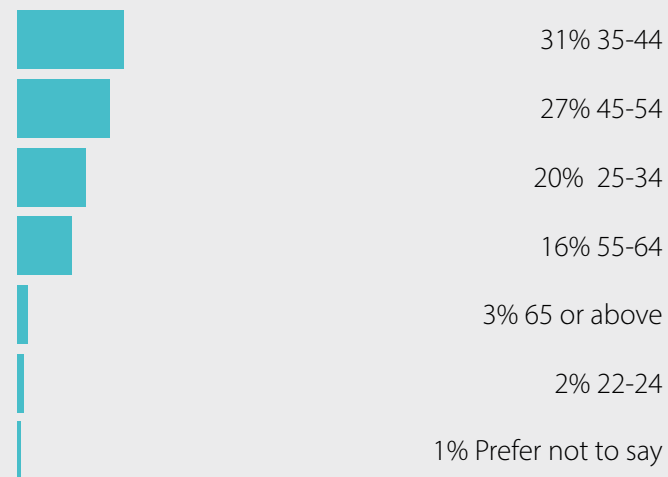


Jobseeker demographics

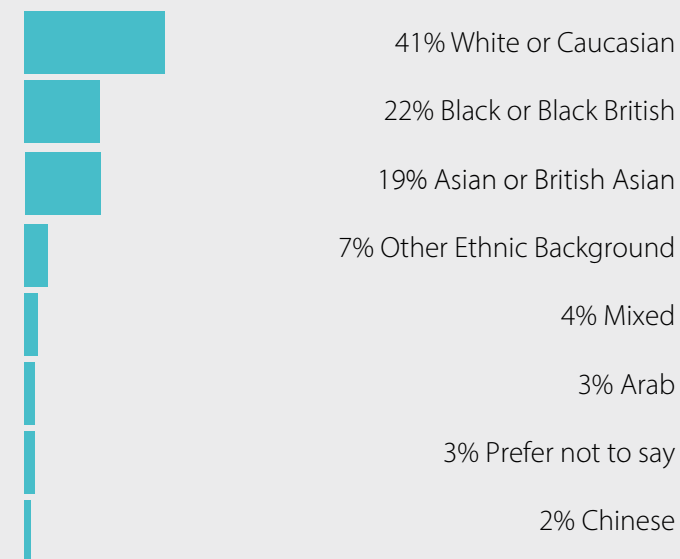
- The majority of respondents are between the ages of 25 and 54
- 11% consider themselves disabled
- 10% identify as LGBTQ+

Age groups and ethnic backgrounds

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



WHAT IS YOUR ETHNIC BACKGROUND?

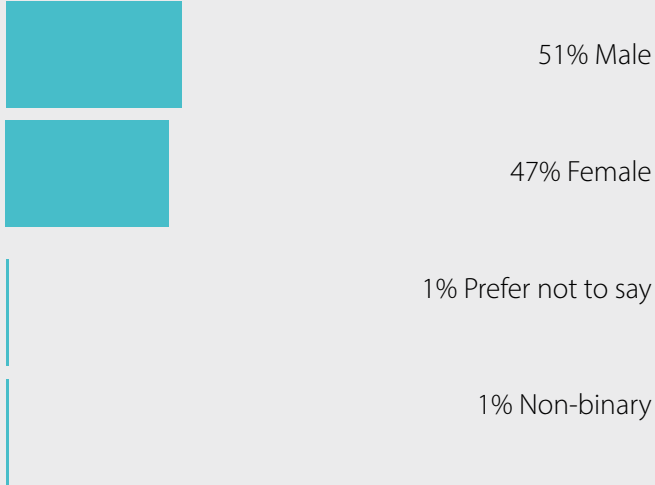


KEY FINDINGS

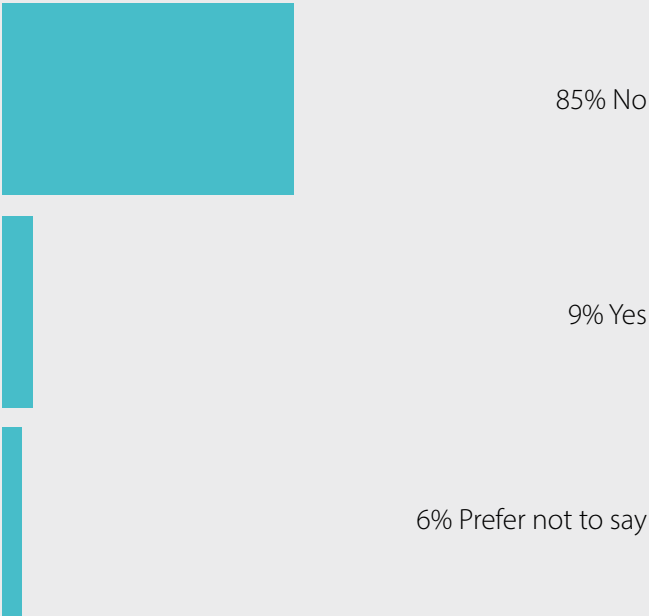
- jobs.ac.uk visitors are diverse in age, ethnic background and gender
- 98% of respondents are between the ages of 25 and 64
- 41% are Caucasian, 21% are Black, and 19% are Asian or British Asian

Gender and sexual orientation

WHAT IS YOUR GENDER? PLEASE SELECT ONE



DO YOU IDENTIFY AS LGBTQ+?



KEY FINDINGS

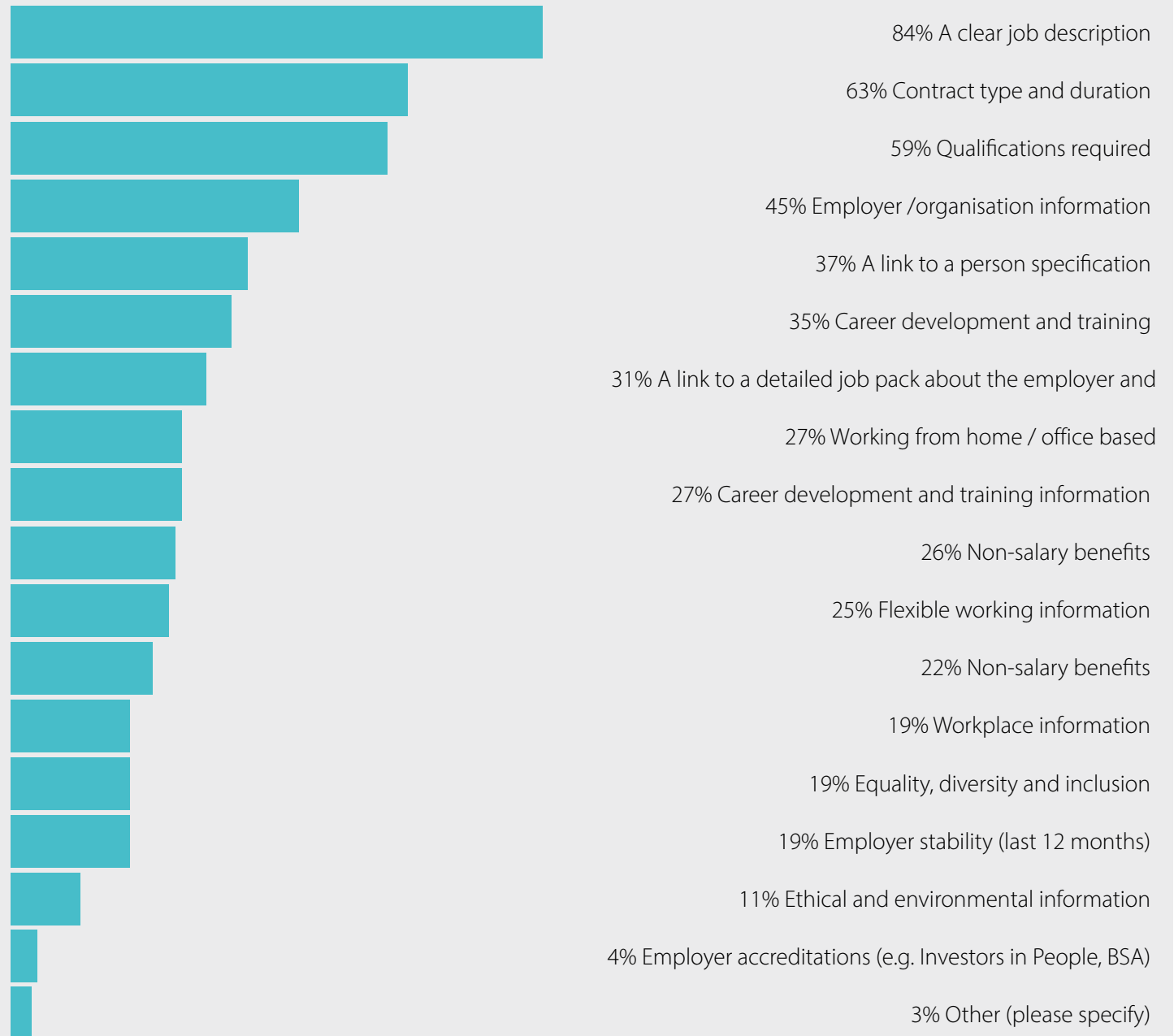
- 1 in 10 jobseekers identify as LGBTQ+

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**



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

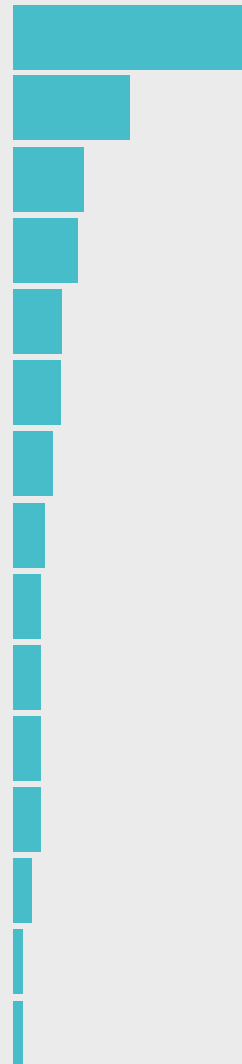
10% No contact information in job advert

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**](#)

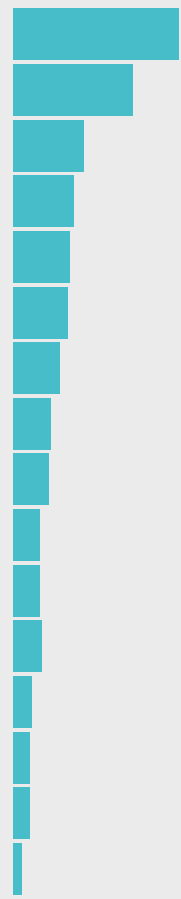
WHICH OF THE FOLLOWING DISCIPLINES ARE YOU LOOKING FOR JOBS IN? PLEASE SELECT ALL THAT APPLY



- 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

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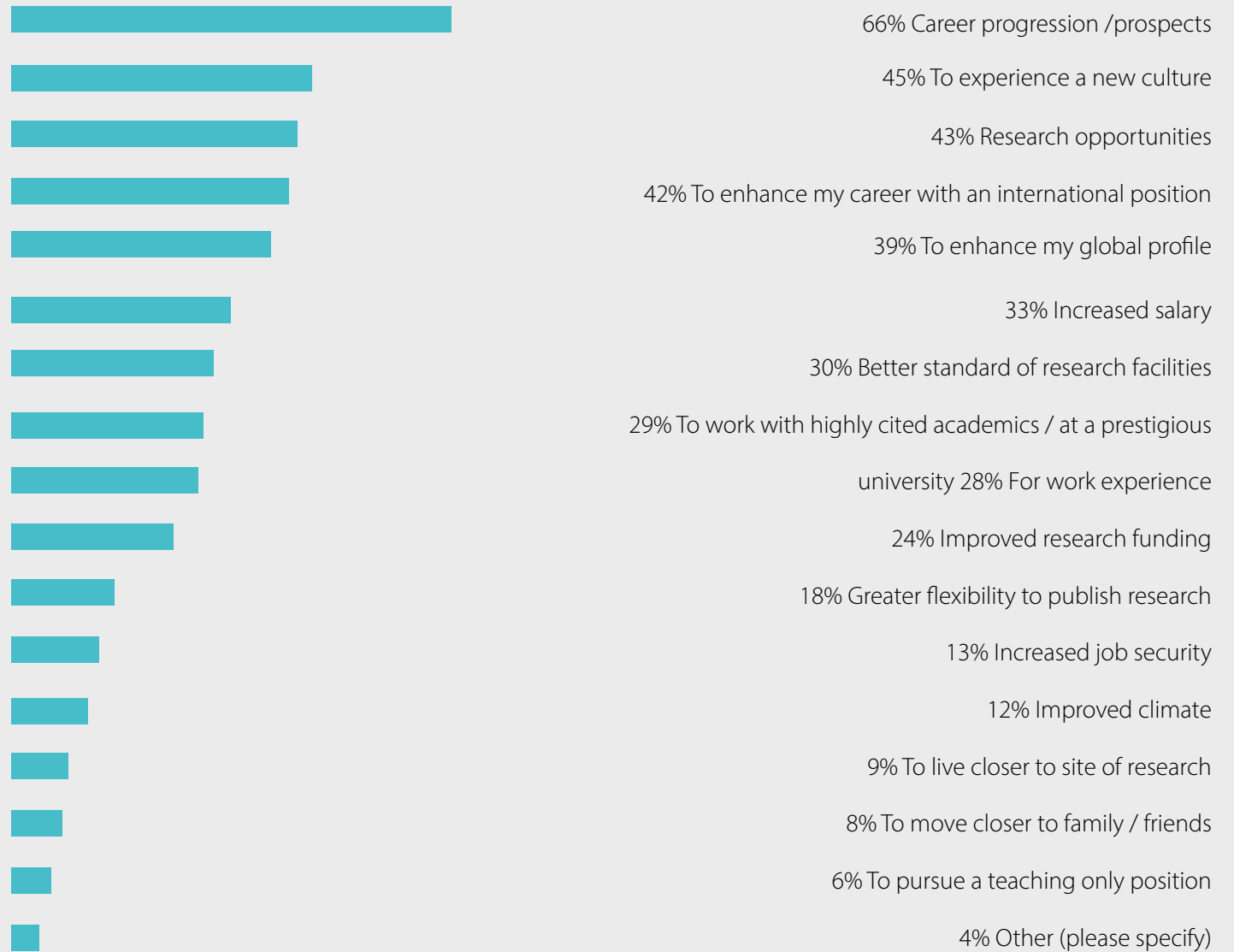
WHICH OF THE FOLLOWING BEST DESCRIBES THE LEVEL OF ROLE THAT YOU ARE LOOKING FOR IN PROFESSIONAL SERVICES OR SKILLED TRADES? PLEASE SELECT ALL THAT APPLY



- 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

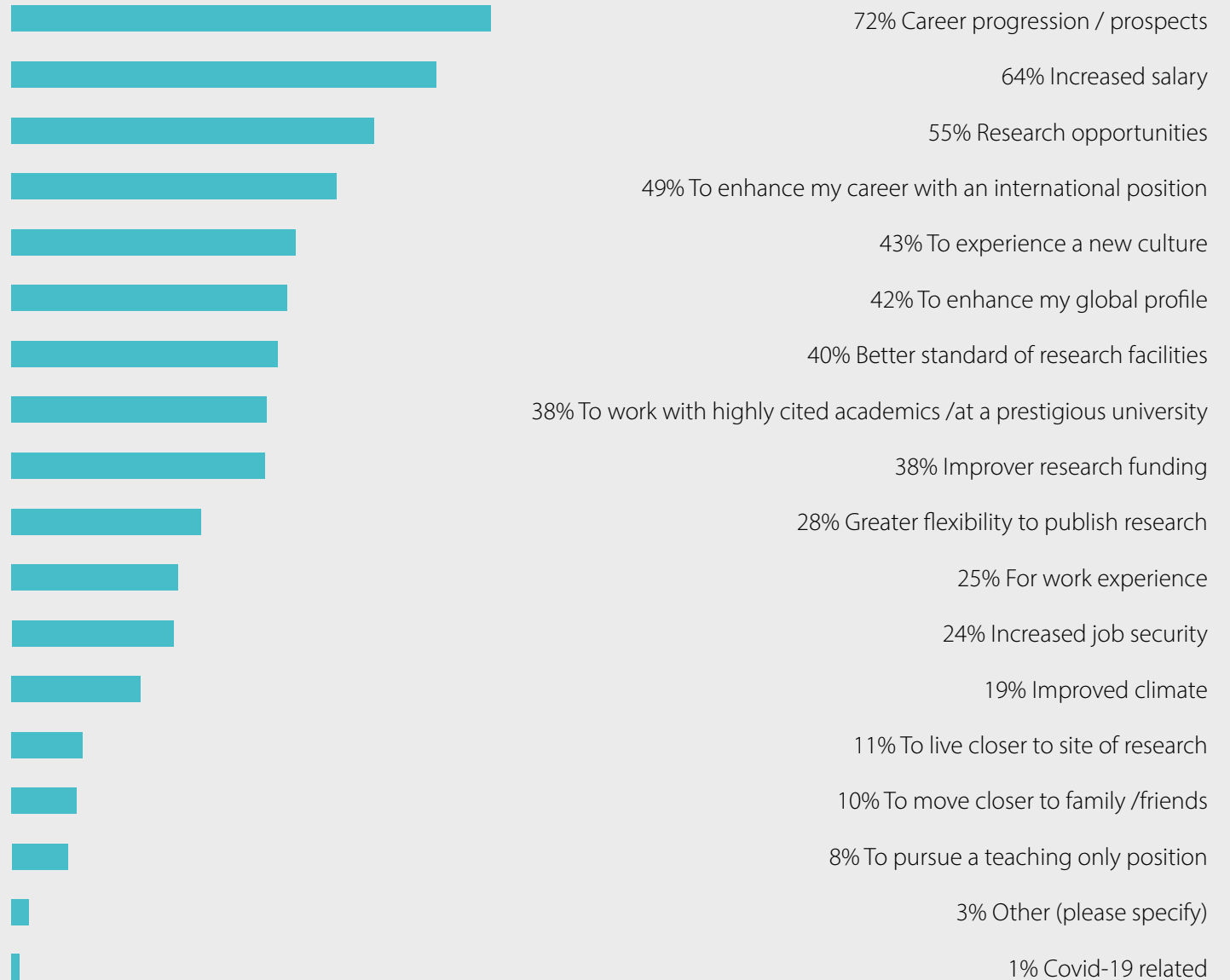
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WHAT FACTORS WOULD ATTRACT YOU TO ACCEPT AN ACADEMIC POSITION OVERSEAS? PLEASE SELECT ALL THAT APPLY



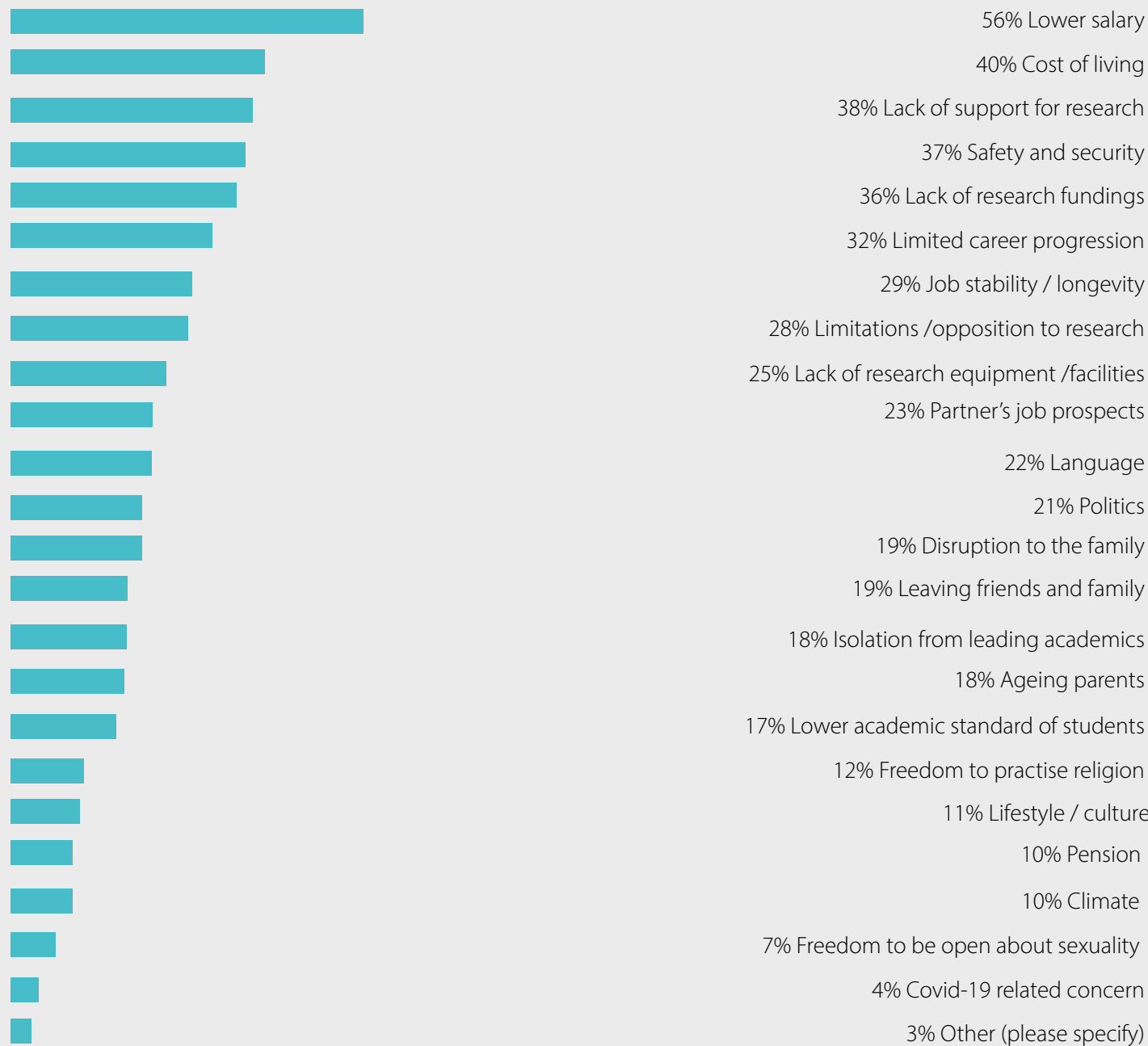
[BACK TO REPORT](#)

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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