THE JOB MARKET AND HOW TO NAVIGATE IT FOR DOCTORAL RESEARCHERS

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Today’s session

The current job market
Recruitment this year
- What changed?
- What’s continuing as normal?
- Resources to help your job search
Smart tactics to uncover more jobs

The University of Manchester Careers Service
The current job market

It’s down, but patchy - dig deeper!

Graduates and postgraduates in a better position than non-graduates

Look for facts and evidence (not newspapers or Twitter!)
How confident are employers?

Confidence in hiring is pretty low - but not as low as some pre-COVID points

REC – Recruitment and Employment Confederation
How many job adverts were active in the UK in mid September?

Weekly job postings trend
This chart shows how the number of job adverts in the UK has been changing over the past few months.

1.21 MILLION
Which English region currently has more job adverts than at lockdown?

The North West
What about academic jobs?

Universities holding their breath ...
- Focus on financial future
- Student numbers not yet clear
- Charitable/alumni funding unknown

Year on year comparison - Jobs.ac.uk

<table>
<thead>
<tr>
<th>Job ads</th>
<th>October 2019</th>
<th>October 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic</td>
<td>6979</td>
<td>4872 (↓ 30%)</td>
</tr>
<tr>
<td>Physical sciences</td>
<td>733</td>
<td>635 (↓ 13%)</td>
</tr>
<tr>
<td>Biological sciences</td>
<td>728</td>
<td>555 (↓ 24%)</td>
</tr>
<tr>
<td>History</td>
<td>142</td>
<td>85 (↓ 40%)</td>
</tr>
<tr>
<td>Business &amp; management</td>
<td>408</td>
<td>187 (↓ 54%)</td>
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Recruitment

Which jobs should PhDs target? How can you find them?
Where are PhDs, 3.5 years after graduating?
If not an academic, then what?

Your understanding of research & universities

• Other jobs in a university
• Jobs in spin outs/incubators
• Jobs supporting university research eg Research Councils/funders or professional associations
• Jobs supporting knowledge transfer eg UK government “Catapults”
• Jobs in non-university research organisations eg CERN, British Geological Survey, museums
• Industrial or social research and development

Your skills or knowledge

• Policy research/think tanks
• International development
• Data science & analytics
• Quantitative skills eg finance
• Wide range of technical roles in industry
• Consulting – management, economic, scientific
• Medical communications
• Health economics
• Patent law

... plus anything which “a graduate” can do
Want more?
Careers Service website - Research Postgraduates
www.manchester.ac.uk/careers/pg

Wondering if you could make it in academia?

- **Pathways Profiles 2019**
- **Panellist Profiles 2018**

- **An Academic Career**
  Our own award winning website, based on University of Manchester academics' experience and views, giving you a real insight into academic careers, and resources such as how to write an academic CV

- **PhD Careers**
  From FindaPhD.com

- **Career Planning for PhDs ebook**
  From jobs.ac.uk (pdf)

- **10 Career Paths for PhDs ebook**
  Also from jobs.ac.uk (pdf)

- **What are my career options with a PhD?**
  From the University of Birmingham

- **Jobs on Toast - Career confidence for PhDs**
  Career planning resources and advice from Dr Chris Humphrey
Recruitment: What’s changed this year?

March
Everyone held their breath
Recruitment paused
HR staff often furloughed

June
Tentative return in some sectors

September
Many large employers now recruiting
Smaller employers cautious
Some sectors struggling
Jobs to consider

Direct entry/immediate hire
- Any size recruiter
- Jobs start as soon as they hire
- Vast majority of jobs for postgrads
- Apply as soon as you spot them!

Where do you find them?
- Adverts on general & specialist job boards
- CareersLink
- Recruitment & employment agencies
Jobs to consider

“Graduate Schemes” (& a few PhD schemes)
- Big name recruiters
- Jobs generally start this time **next** year
- About 10% of graduate jobs
- Early application essential
- May accept any degree subject

Where do you find them?
- Adverts on main graduate job sites
- see Careers Service website
- Careers fairs – **19th, 20th, 22nd October**
- CareersLink - [www.manchester.ac.uk/careerslink](http://www.manchester.ac.uk/careerslink)
International jobs?

Prospects
Information for over 30 countries around the world
www.prospects.ac.uk

Gradlink
For international students studying in the UK
www.gradlinkuk.com

Passport Career
Information for over 80 countries around the world

Register using your UoM registration code
The secret to career success?

Be curious

Be connected

Be courageous
Smart tactics to uncover jobs

Passive
- Agencies
- Online profile

Active
- Online search

Proactive
- Engage with employers
- Let others know you’re looking

Uncover hidden jobs
Be curious

Find employers you’ve never heard of

How?
– CareersLink Organisation Directory
– Professional associations
– Trade associations – member directories
– Business & science parks

What next?
– Where do they advertise?
– Can you upload a CV?
– Follow them on LinkedIn?
– Speculative approach?
Be connected

For jobs, be findable
On LinkedIn or other professional networks
– Complete your profile
– Connect with others (friends, students, family)
– Be active
– “Follow” employers, join groups
– Check out our resources & webinars

For post-docs and academic roles
Make sure potential PIs know your work and know you’re available
Be courageous

Dare to share
Tell everyone what you’re looking for
– Social media, LinkedIn
– Alumni & employer events
– Professional association networks
– Friends and family

Ask questions
– Learn from others

Offer support to others
– Being helpful is a great way to get known
Your Careers Service Support

Events?
200+ online employer & careers events coming up this year
  – Choose wisely!

Resources?
Revamped postgrad website & PG careers talks
International webinars & resources
Social media to keep up to date
  – Explore the Careers Service website

Support?
Real people to help you – but in demand
  – Use our events & resources, but if you’re stuck, we’re here!

Good luck,
Elizabeth