



# 2013

## Recruitment Trends Survey Results

[jobs.ac.uk](http://jobs.ac.uk)

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## About this survey

The jobs.ac.uk recruitment trends survey was conducted online between April and May 2013. The purpose of the research was to understand recruitment trends across the academic, research, science and related sectors. The research will also help provide recruitment professionals with key benchmarking information to help make better and well-informed recruitment decisions.

The survey features data based on responses collected from over 172 organisations that are engaged in recruiting academic, research, science and related staff. The data collected from this survey is available only in aggregate form.

The survey included questions on recruitment priorities, recruitment challenges and the most effective candidate-attraction channels.

### Top 5 findings

- The lack of skilled/quality candidates is the biggest challenge facing recruiters
- Cost reduction is the biggest recruitment priority
- Job boards continue to be the most effective recruitment tool for recruiters
- Sector specialism, pricing and audience size are the most important factors when choosing a job board
- The adoption of Applicant Tracking Systems in the sector is very low

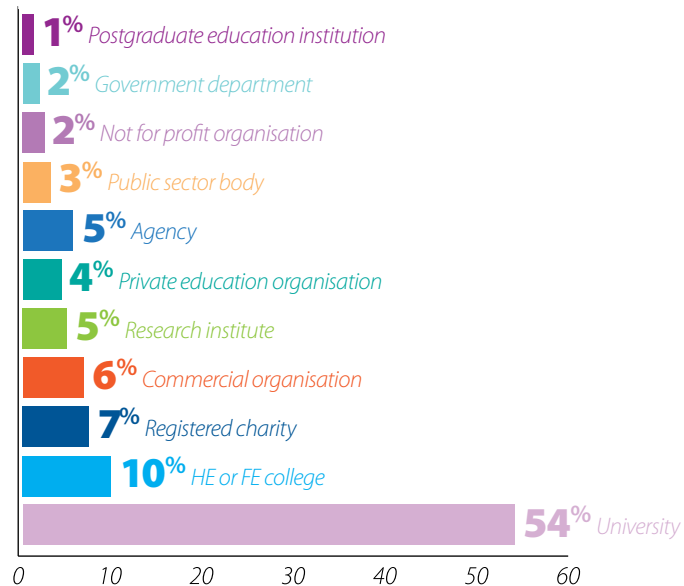
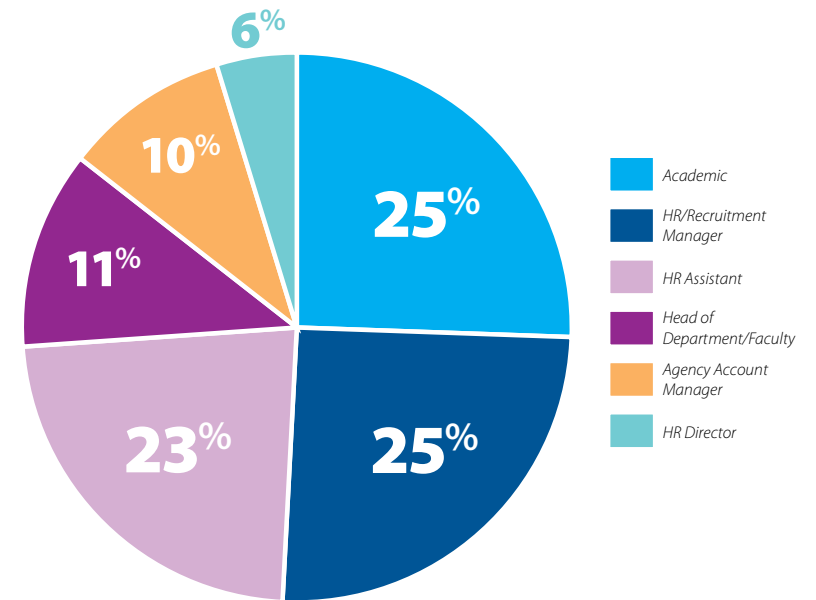


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# Q1

Which of the following describes your current job title?

54% of respondents are in HR roles



# Q2

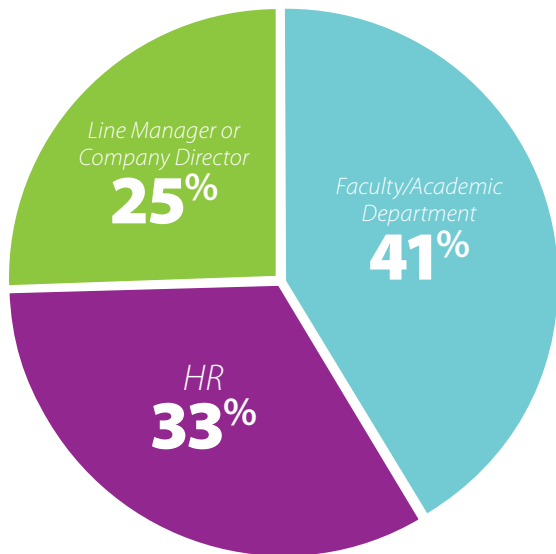
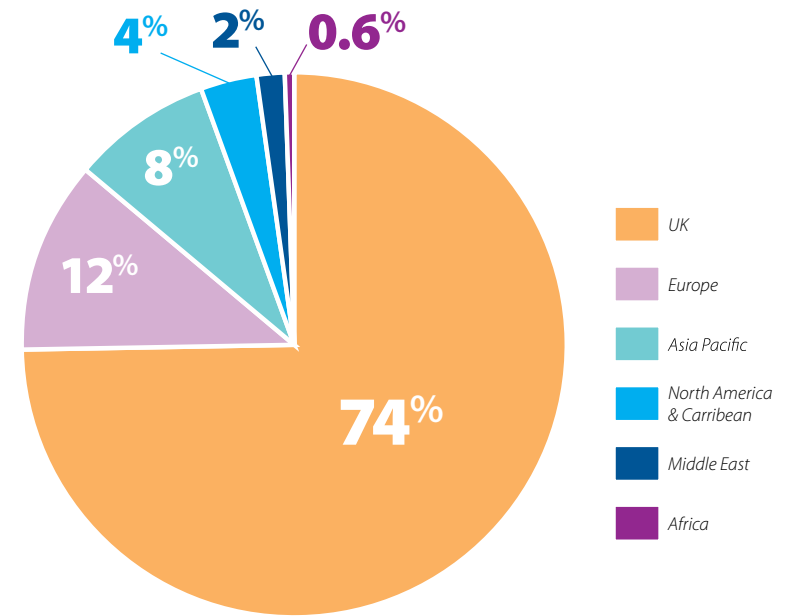
What most accurately describes your type of organisation?

54% of respondents were from universities

### Q3

*Geographically, where is your organisation located?*

**74%** of respondents were from UK organisations



### Q4

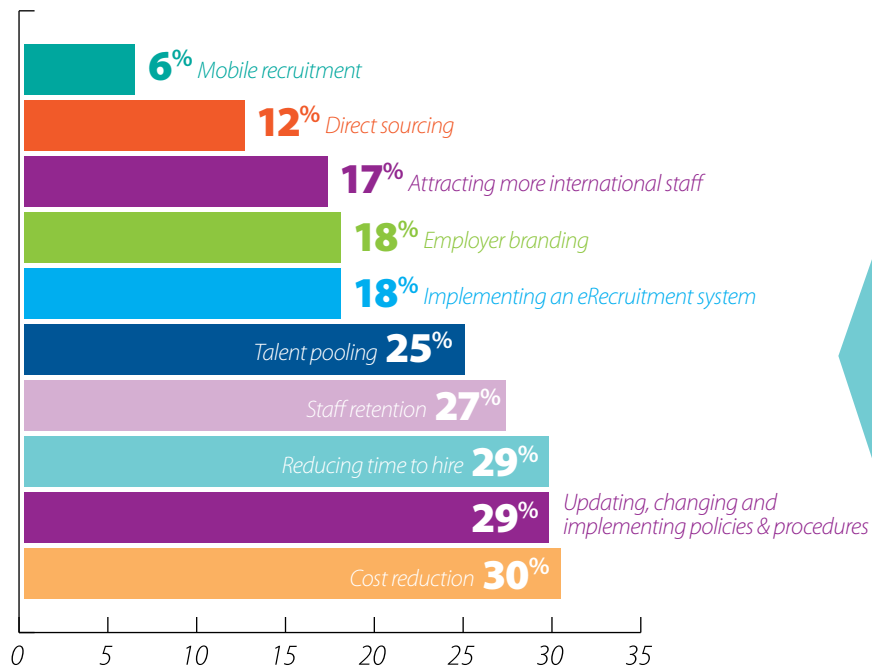
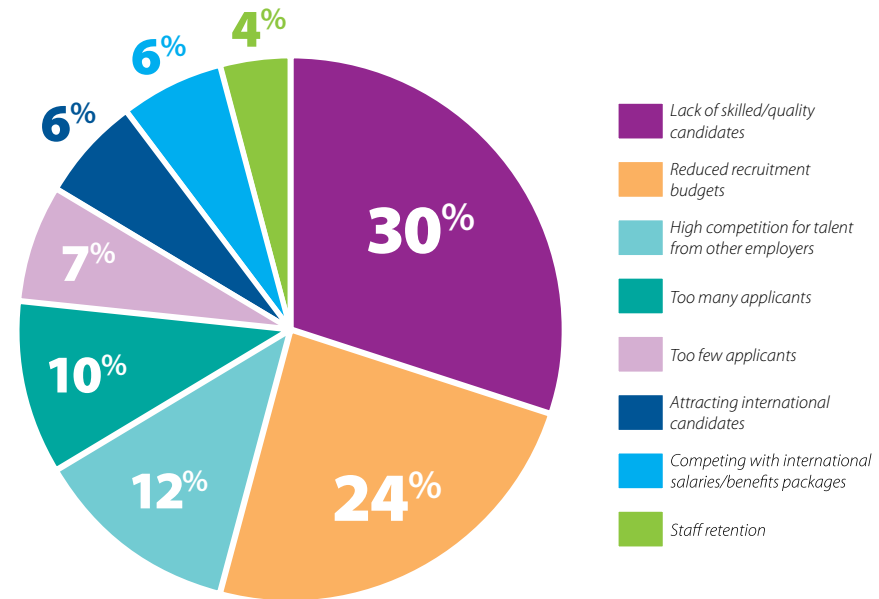
*Within your organisation, who do recruitment budgets mostly sit with?*

**41%** said that recruitment budgets sit with departments

## Q5

What has been your biggest recruitment challenge in the past 12 months?

The biggest challenge for recruiting professionals has been a lack of quality candidates



## Q6

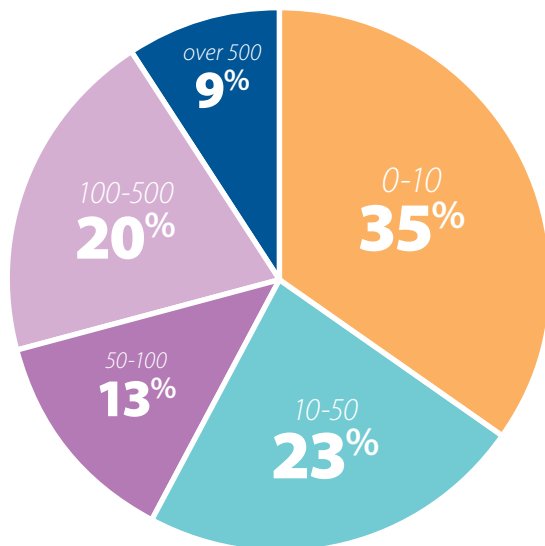
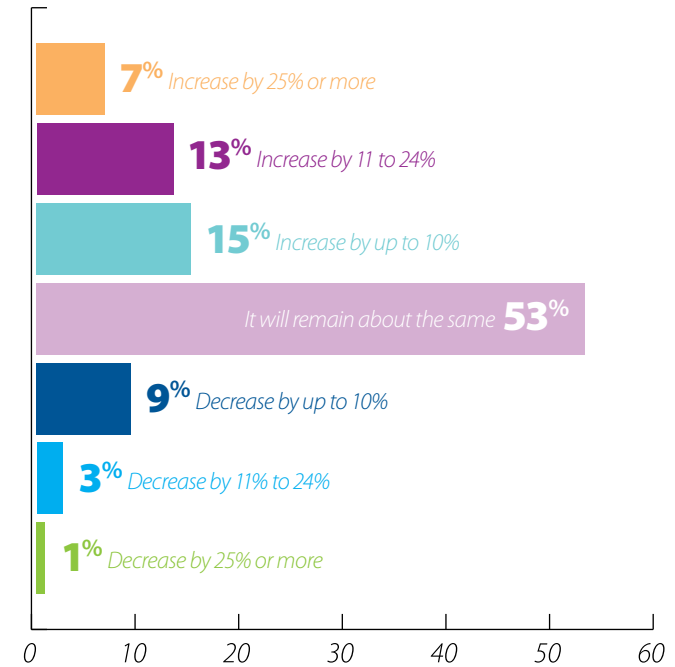
What are your top recruiting priorities for the next 12 months?

The top three recruitment priorities are reducing costs, updating policies and reducing time to hire

## Q7

Have recruitment levels increased or decreased compared to last year?

A large majority of respondents cited that recruitment levels had stagnated



## Q8

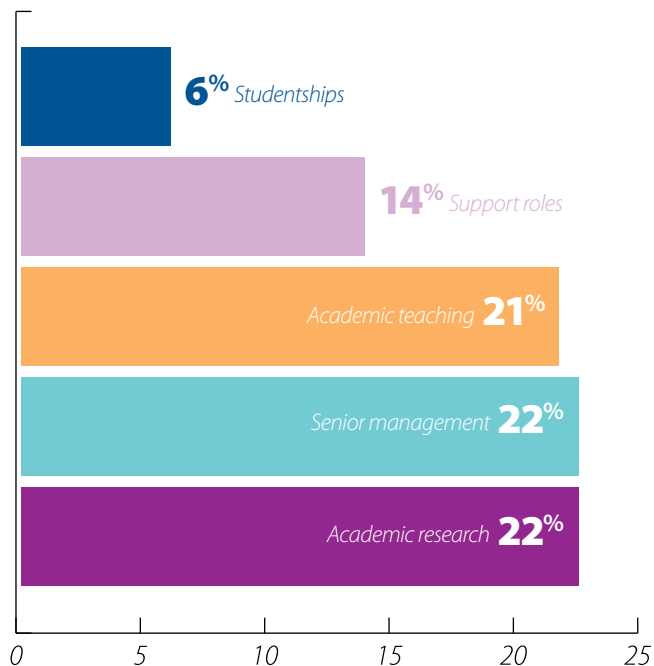
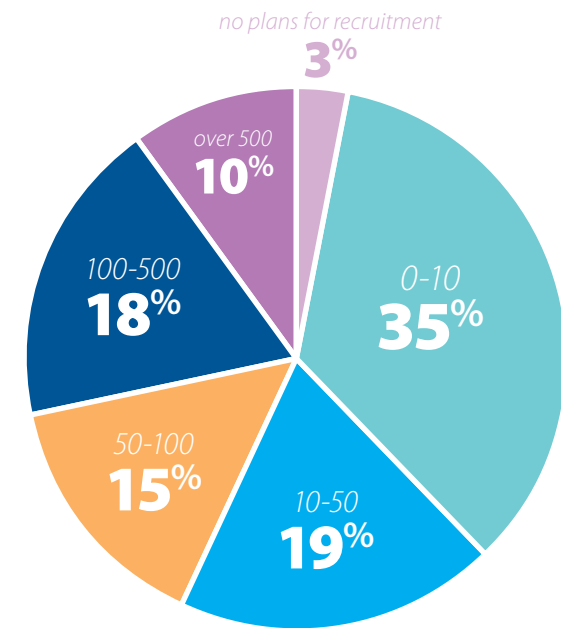
How many vacancies did your organisation fill in the last 12 months?

42% filled more than 50 vacancies in 2012

## Q9

How many vacancies does your organisation anticipate filling in the next 12 months?

**97%** are increasing employee count in the next 12 months



## Q10

What roles do you have the most difficulty recruiting for?

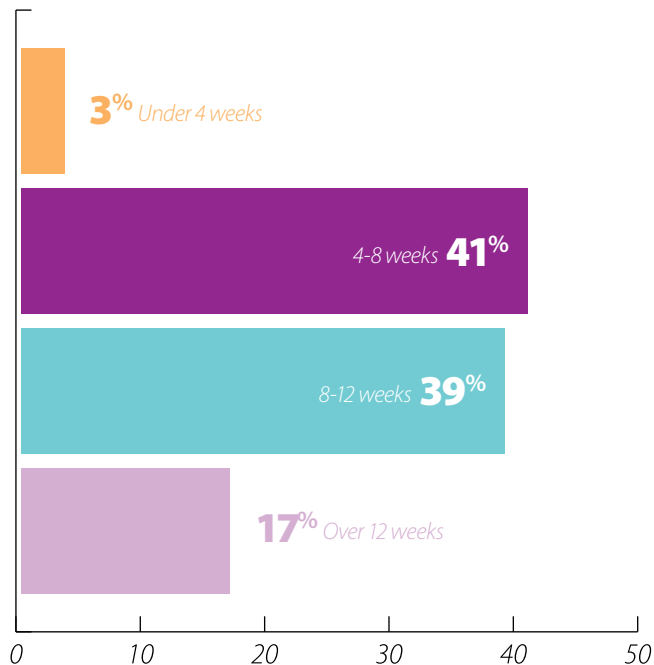
Senior management and academic research roles are the most difficult to fill

# Q11

Which top 5 academic disciplines do you have the most difficulty recruiting for?

Engineering and technology academic roles are the most difficult to fill

<b>1</b>	Engineering and Technology	<b>36%</b>
<b>2</b>	Economics	<b>33%</b>
<b>3</b>	Business and Management Studies	<b>18%</b>
	Mathematics and Statistics	<b>18%</b>
<b>4</b>	Biological Sciences	<b>15%</b>
<b>5</b>	Health and Medical	<b>13%</b>
	Physical and Environmental Sciences	<b>13%</b>
	Social Sciences and Social Care	<b>13%</b>



# Q12

What is your average time to hire?

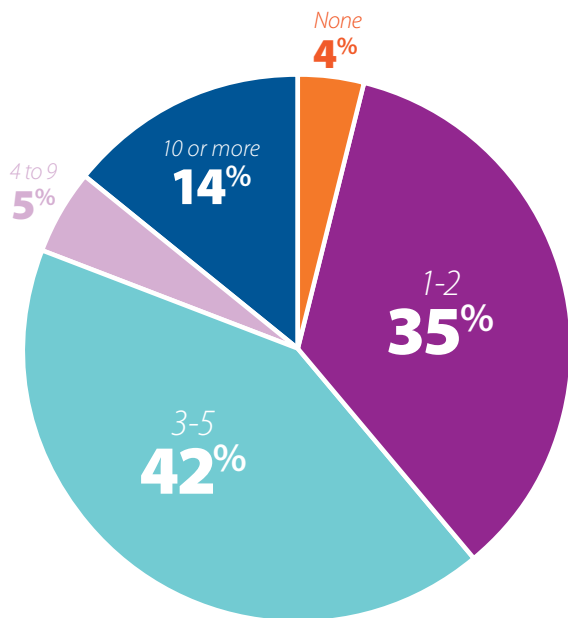
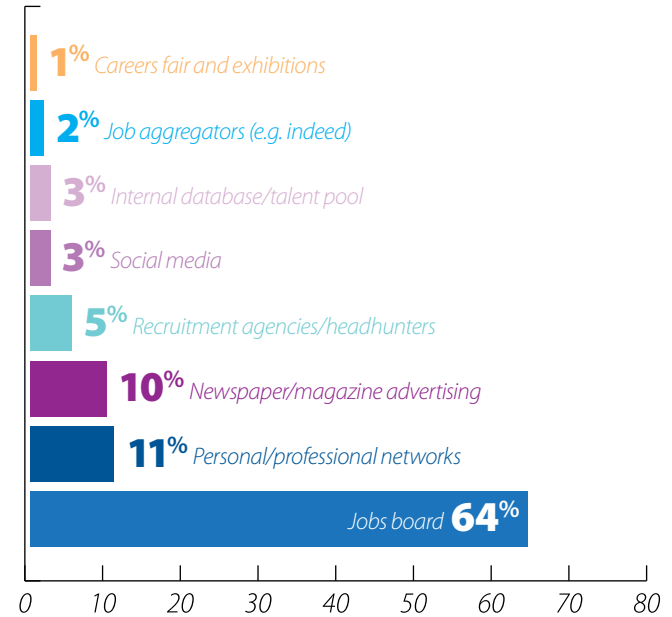
**41%** said the time to hire is 4-8 weeks



## Q13

What is your preferred method for recruitment?

**64%** said job boards was the effective method for recruiting academic, research, science & related staff



## Q14

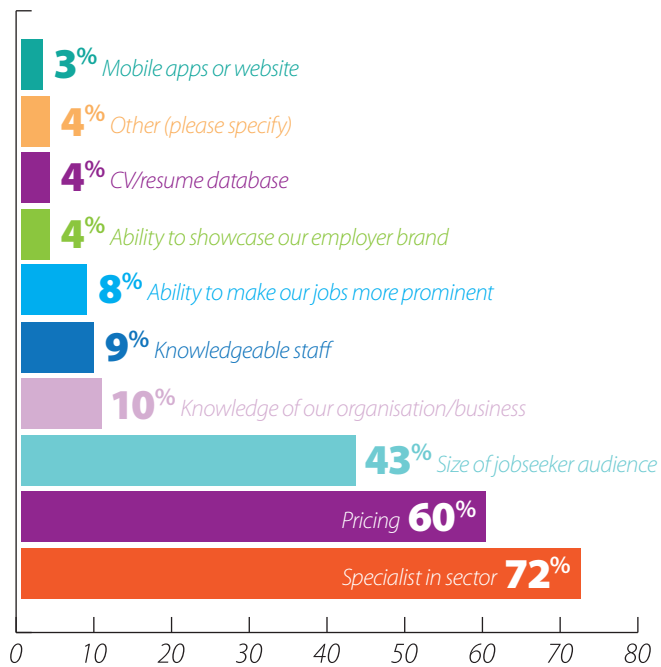
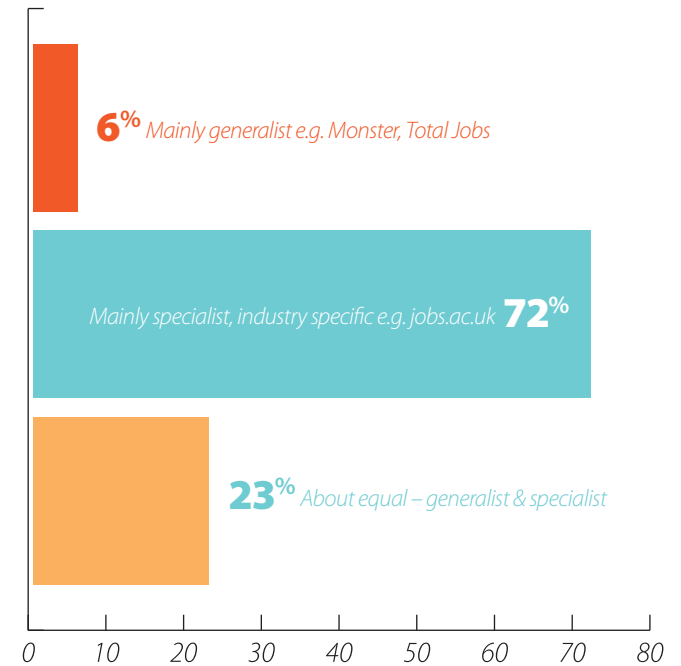
How many different job boards do you use?

**42%** use 3-5 job boards for recruiting staff

# Q15

What type of jobs board do you use?

72% prefer specialist jobs boards



# Q16

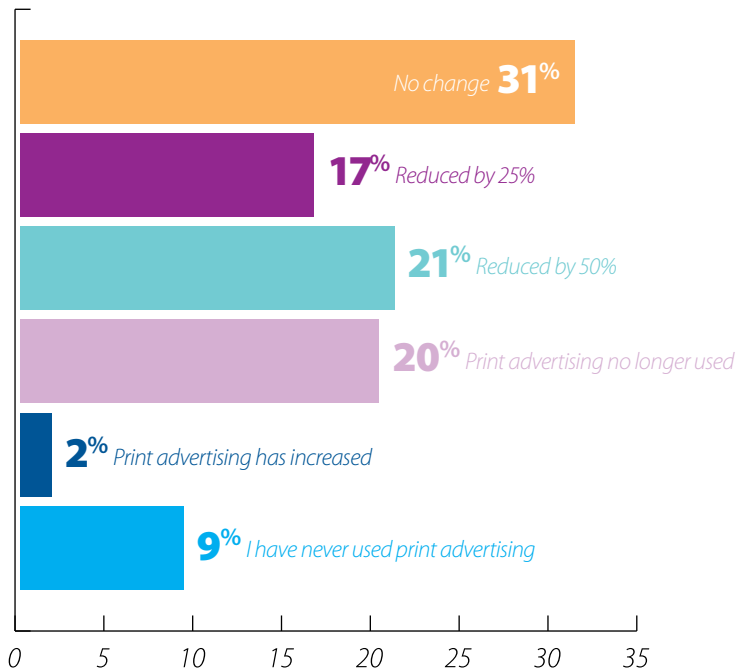
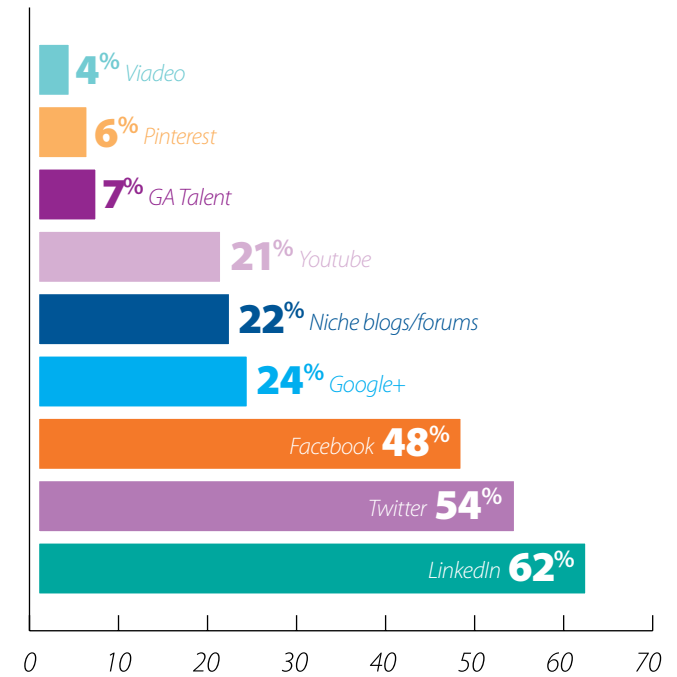
What is the most important factor when choosing a job board?

Sector specialism, pricing and audience size were cited as the three most important factors when choosing a job board

# Q17

Which of the following social media do you use, or plan to use, for recruiting?

LinkedIn is the most widely adopted social network amongst respondents



# Q18

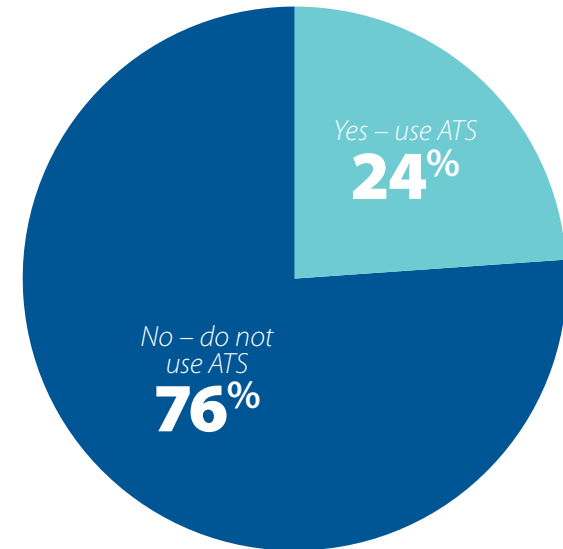
How much has your print advertising changed in last 18 months?

58% have either reduced or no longer use print advertising

# Q19

Do you use an applicant tracking system or other recruitment platform?

**76%** of respondents do not use an Applicant Tracking System



## About jobs.ac.uk

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We have a trusted brand with a heritage of over 15 years and so offer the largest, best-established job board to advertise your jobs, promote your brand and attract the best academic, research, science and related professionals from across the globe.

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- **907,726+** unique users per month
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- **Over four times** more effective than other UK media for academic and research posts

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