

# PHD & MASTERS TALENT TRENDS

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An insight into the UK and Ireland  
higher education recruitment



*Great jobs for bright people*

Many of the finest minds at UK and Irish higher education institutions started their career journeys by applying for a Masters or PhD opportunity. It's where future talent can hone their skills, showcase their research expertise and gain the knowledge and experience they need to help take on the world's biggest challenges.

At jobs.ac.uk we've carried out an in-depth study to provide you with a greater insight into recruitment trends in this market. Our report takes a closer look at the 5,128 Masters and PhD opportunities placed on jobs.ac.uk in 2015 by UK and Irish higher education institutions.

Our extensive report covers a wide range of information to help higher education institutions, jobseekers and careers advisors alike. The information in this report will enable recruitment teams in particular to plan for the future. They can benchmark funding. They can assess when it's best to advertise and how long for. They can also see breakdowns of opportunities advertised on jobs.ac.uk by location and month.

Launched in 1998 by the University of Warwick, jobs.ac.uk is the leading global jobs board for careers in academic, research, science and related professions. Used by over 1,000 universities in more than 60 countries jobs.ac.uk attracts over 1.5 million unique users per month.

Our team has vast experience of connecting jobseekers with higher education opportunities and providing institutions with invaluable insight into the global labour market. We hope you find this report useful and the information helps you gain a greater insight into the latest recruitment trends.

## ABOUT OUR REPORT

- Our report is split into two sections:
  - PhD is broken down as follows:

### PhD Overall

**PhD Advert** promote a single project or a single funded place

**PhD Composite** promotes 2-8 opportunities (projects, places on a program or scholarships). Individual departments or smaller Doctoral Training Centres tend to have scholarships of this size

**PhD Composite+** promotes anything between 9-20 opportunities. Most CDTs will fall into this category

**PhD Campaign** is designed for large scholarship announcements, such as faculty or university wide promotion

- Masters

- Our data is purely based on the 5,128 Masters and PhD opportunities posted by higher education institutions in the UK and Ireland on jobs.ac.uk from 1st January 2015 to 31st December 2015.
- Our top-level statistics state the actual number of adverts.
- When we focus on the role categories, we refer to opportunities rather than adverts, as some adverts spanned several disciplines. Therefore, a specific advert may feature in different areas of this report and the number of opportunities is higher than the number of adverts.
- In our report we rounded numbers to the nearest whole number except where numbers were less than 0.5.
- Where data has been segmented into different job roles we didn't include categories with less than 5 opportunities as there wasn't enough data to inform trends.

**jobs.ac.uk advertised over 5,000 Masters and PhD opportunities during 2015 for higher education institutions in the UK and Ireland.**

# EXECUTIVE SUMMARY

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**jobs.ac.uk** advertises a diverse range of Masters and PhD opportunities across the UK, Ireland and beyond.

This report offers a real insight into the different opportunities available in various disciplines and provides all kinds of useful information from locations and months advertised to the percentage of opportunities offered on a full time and part-time basis.

## KEY FINDINGS

- Over **5,000** Masters and PhD opportunities were posted on jobs.ac.uk by UK and Irish higher education institutions during 2015.
- **4,393** single project or single funded PhD opportunities were advertised on jobs.ac.uk in 2015, accounting for 88% of PhD adverts placed on jobs.ac.uk in 2015.
- **99%** of PhD's overall are offered as full-time positions.
- Single project or single funded PhD opportunities on average attract **1,030 views**.
- PhD Composite adverts on average attract **1,948 views**.
- PhD Composite + adverts on average attract **2,783 views** and are averagely placed for 74 days, whereas the average across PhD adverts is 50 days.
- PhD Campaigns on average attract **6,742 views** and are averagely placed for 60 days, whereas the average across PhD adverts is 50 days.
- 47% of PhD opportunities offered funding up to £14,999 with 38% of opportunities not disclosing the funding.
- For Masters, 30% of opportunities offered funding up to £14,999 with 61% of opportunities not disclosing the funding.

# PhD - OVERALL

## NO. OF JOBS

4,967

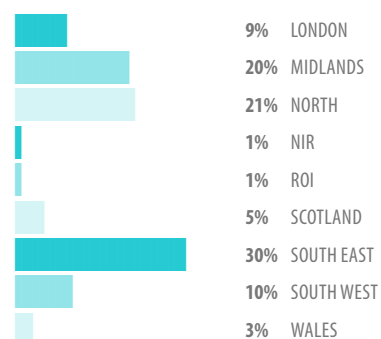
## AVG. PAGE VIEWS

1,206

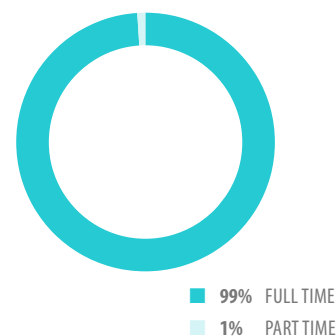
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50

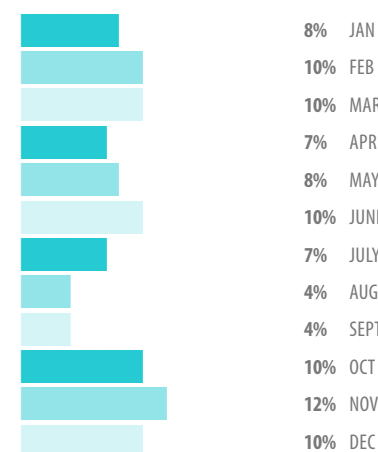
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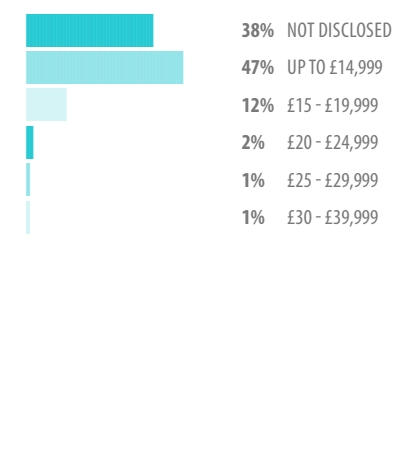
## TYPE/HOURS



## MONTH



## FUNDING



## KEY FINDINGS

- **4,967** PhD opportunities appeared on jobs.ac.uk during 2015.
- PhD roles make up **9%** of the opportunities on jobs.ac.uk.
- These opportunities tend to be advertised for a longer period of time (50 days) compared to other opportunities in higher education.
- These opportunities are spread out quite evenly throughout the UK with South East England top with 30% and then Northern England (21%) and the Midlands (20%). This is largely due to the research opportunities at The University of Oxford and The University of Cambridge (especially in categories A and B).
- Most PhD opportunities were advertised February-March and October- December with the quietest months being August and September.
- **47%** of funding is up to £14,999 band with 38% of opportunities not disclosing funding.
- The average opportunity attracted **1,206 views**.

# PhD DISCIPLINE OVERVIEW

A breakdown of the categories and PhD disciplines.

## CATEGORIES

Our four academic categories mirror the REF (Research Excellence Framework) categories. The REF is the system used for assessing the quality of research in UK higher education institutions. Some roles may feature in more than one category. For example, if a particular job spanned Biological Science and Computer Science it would feature in Categories A&B.

## NO. OF ADVERTS PER CATEGORY

	PhD ADVERT	PhD COMP	PhD COMP+	PhD CAMPAIGN	OVERALL
CATEGORY A	19%	19%	19%	19%	19%
CATEGORY B	15%	14%	14%	15%	15%
CATEGORY C	21%	21%	20%	20%	20%
CATEGORY D	1%	1%	1%	1%	1%

## DISCIPLINE BREAK DOWN

CATEGORY A	PhD ADVERT	PhD COMP	PhD COMP+	PhD CAMPAIGN	OVERALL
PSYCHOLOGY	18%	32%	21%	32%	20%
AGRICULTURE, FOOD AND VETERINARY	6%	7%	0%	8%	6%
BIOLOGICAL SCIENCES	40%	26%	35%	27%	39%
HEALTH AND MEDICAL	36%	34%	44%	33%	36%
CATEGORY B	PhD ADVERT	PhD COMP	PhD COMP+	PhD CAMPAIGN	OVERALL
COMPUTER SCIENCE	15%	24%	23%	26%	16%
ENGINEERING AND TECHNOLOGY	35%	27%	27%	23%	34%
MATHEMATICS AND STATISTICS	15%	21%	18%	18%	16%
PHYSICAL AND ENVIRONMENTAL SCIENCES	35%	29%	32%	33%	35%
CATEGORY C	PhD ADVERT	PhD COMP	PhD COMP+	PhD CAMPAIGN	OVERALL
ARCHITECTURE, BUILDING AND PLANNING	7%	4%	4%	10%	8%
BUSINESS AND MANAGEMENT STUDIES	17%	17%	16%	15%	17%
ECONOMICS	14%	12%	12%	8%	13%
EDUCATION STUDIES (INC. TEFL)	5%	8%	9%	12%	6%
LAW	5%	11%	13%	13%	7%
POLITICS AND GOVERNMENT	9%	14%	11%	14%	10%
SOCIAL SCIENCES AND SOCIAL CARE	34%	33%	31%	21%	32%
SPORT AND LEISURE	8%	2%	4%	8%	6%
CATEGORY D	PhD ADVERT	PhD COMP	PhD COMP+	PhD CAMPAIGN	OVERALL
CREATIVE ARTS AND DESIGN	21%	24%	31%	27%	23%
LANGUAGES, LITERATURE AND CULTURE	24%	28%	21%	24%	25%
HISTORICAL AND PHILOSOPHICAL STUDIES	35%	30%	22%	23%	31%
INFORMATION MANAGEMENT AND LIBRARIANSHIP	8%	1%	9%	7%	7%
MEDIA AND COMMUNICATIONS	12%	16%	17%	18%	14%

# PhD - OVERALL

## CATEGORY A - PSYCHOLOGY, AGRICULTURE, FOOD AND VETERINARY, BIOLOGICAL SCIENCES, HEALTH AND MEDICAL

### NO. OF JOBS

1,875

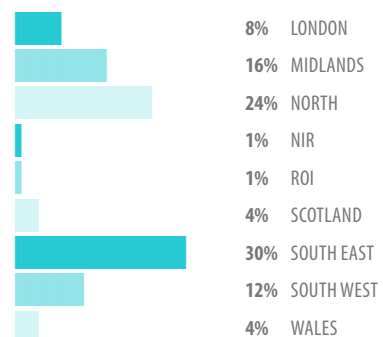
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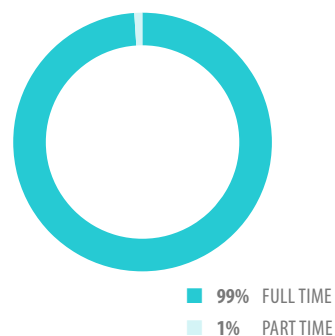
### AVG. ADVERT LENGTH (DAYS)

45

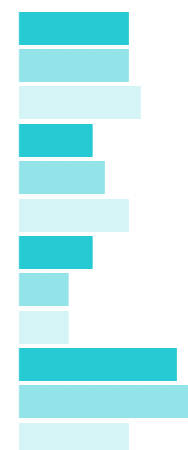
### REGION



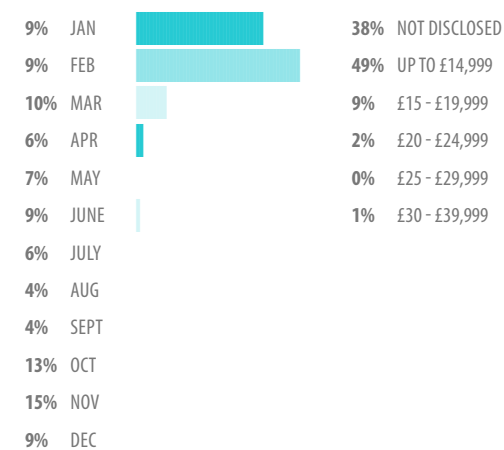
### TYPE/HOURS



### MONTH



### FUNDING





# PhD - OVERALL

CATEGORY B - COMPUTER SCIENCE, ENGINEERING AND TECHNOLOGY, MATHEMATICS AND STATISTICS, PHYSICAL AND ENVIRONMENTAL SCIENCES

NO. OF JOBS

2,947

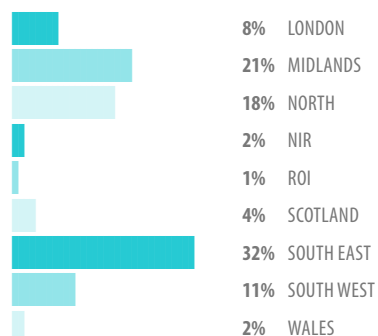
AVG. PAGE VIEWS

1,201

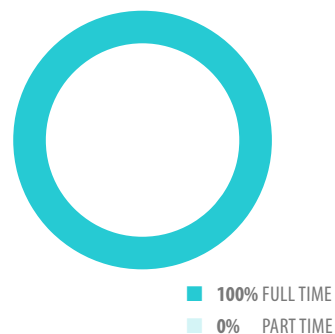
AVG. ADVERT LENGTH (DAYS)

56

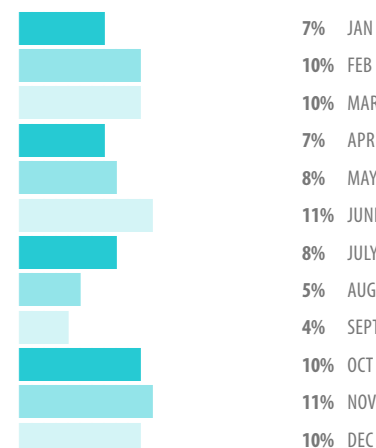
REGION



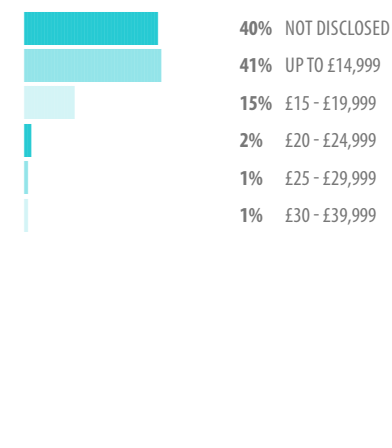
TYPE/HOURS



MONTH



FUNDING



# PhD - OVERALL

**CATEGORY C** - ARCHITECTURE, BUILDING AND PLANNING, BUSINESS AND MANAGEMENT STUDIES, ECONOMICS, EDUCATION STUDIES (INC. TEFL), LAW, POLITICS AND GOVERNMENT, SOCIAL SCIENCES AND SOCIAL CARE, SPORT AND LEISURE

## NO. OF JOBS

1,174

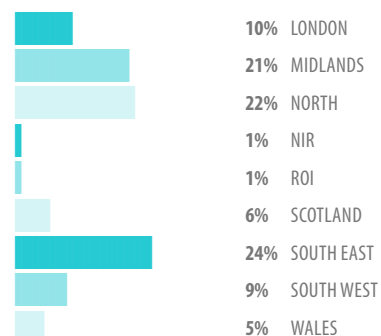
## AVG. PAGE VIEWS

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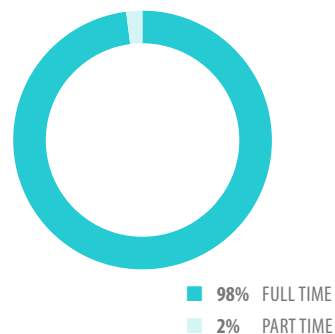
## AVG. ADVERT LENGTH (DAYS)

42

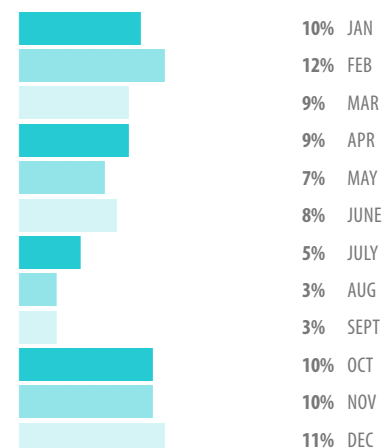
## REGION



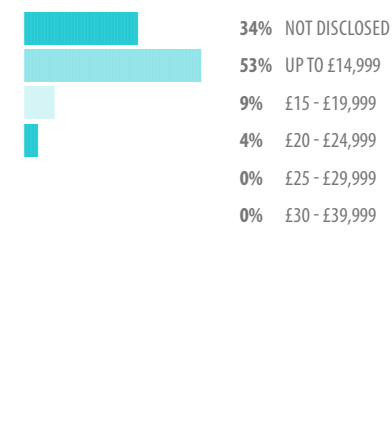
## TYPE/HOURS



## MONTH



## FUNDING





# PhD - OVERALL

**CATEGORY D** - CREATIVE ARTS AND DESIGN, LANGUAGES, LITERATURE AND CULTURE, HISTORICAL AND PHILOSOPHICAL STUDIES, INFORMATION MANAGEMENT AND LIBRARIANSHIP, MEDIA AND COMMUNICATIONS

## NO. OF JOBS

522

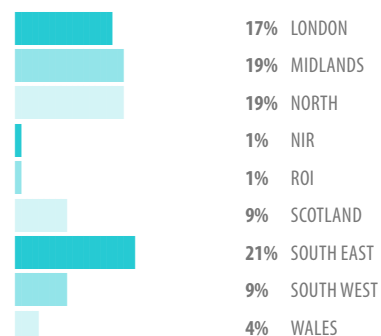
## AVG. PAGE VIEWS

2,324

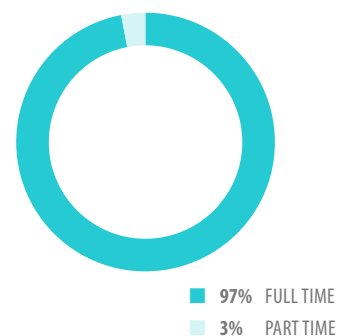
## AVG. ADVERT LENGTH (DAYS)

45

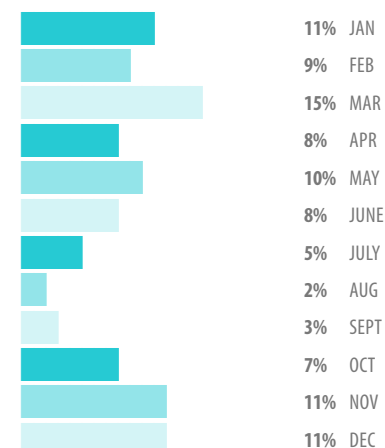
## REGION



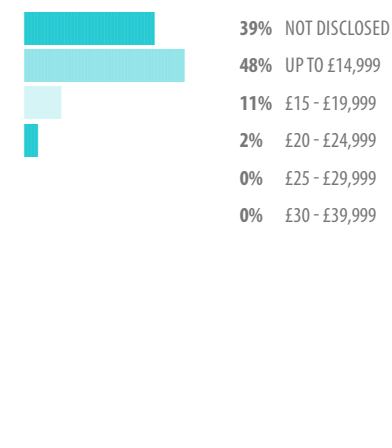
## TYPE/HOURS



## MONTH



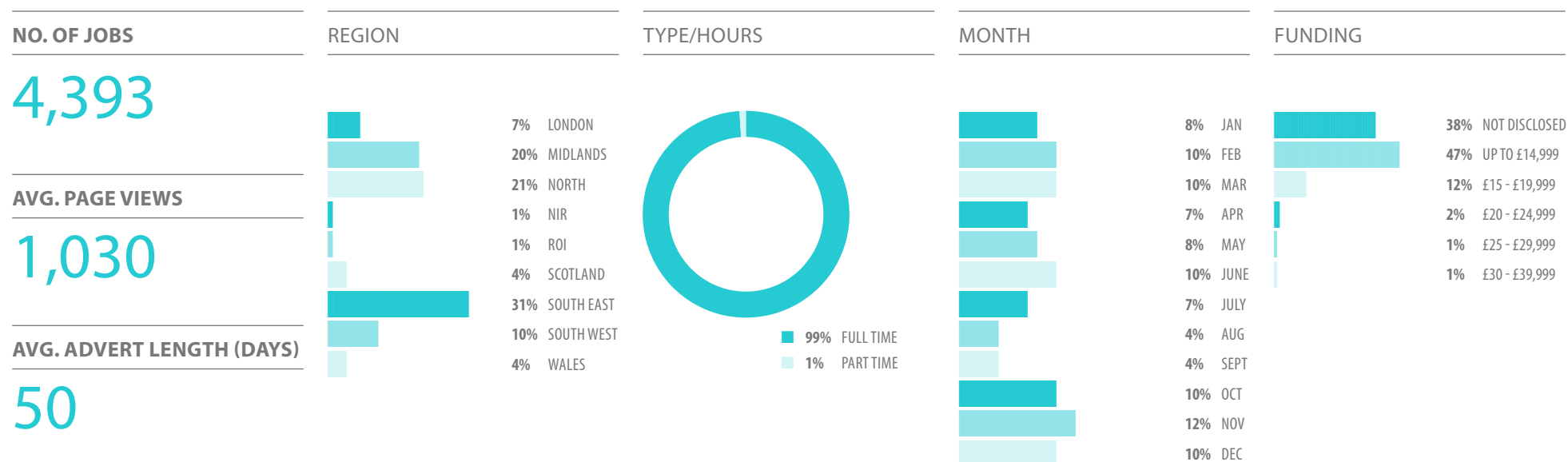
## FUNDING



# PhD - ADVERT

When we refer to PhD advert, we refer to a PhD advert that only advertises a single project or a single funded place.

Overview of all UK and Ireland roles placed on [jobs.ac.uk](https://jobs.ac.uk) in 2015.



## KEY FINDINGS

- **4,393** single project or single funded placed PhD opportunities appeared on jobs.ac.uk during 2015, accounting for 88% of PhD adverts placed on jobs.ac.uk in 2015.
- On average adverts attracted **1,030 views**.
- The opportunities are spread out quite evenly throughout the UK with the South East England top with 31% and then Northern England (21%) and the Midlands (20%).
- **99%** of the PhD opportunities are full-time.
- Most opportunities were advertised February-March and October-December with the quietest months being August and September.
- **48%** of funding is up to £14,999 with 37% of opportunities not disclosing funding.

# PhD - ADVERT

CATEGORY A - PSYCHOLOGY, AGRICULTURE, FOOD AND VETERINARY, BIOLOGICAL SCIENCES, HEALTH AND MEDICAL

NO. OF JOBS

1,664

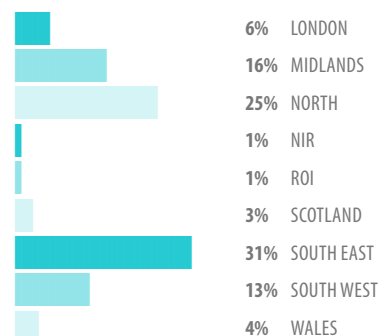
AVG. PAGE VIEWS

1,028

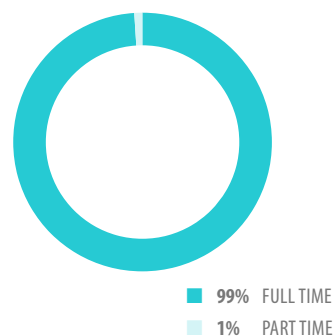
AVG. ADVERT LENGTH (DAYS)

45

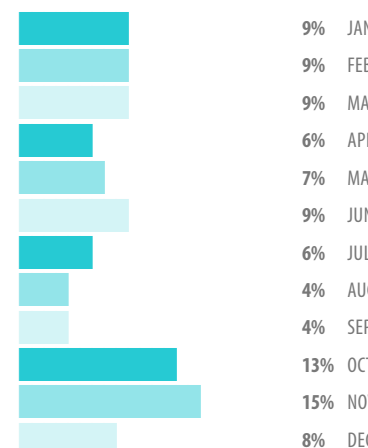
REGION



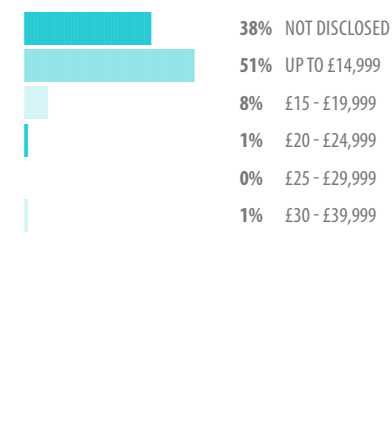
TYPE/HOURS



MONTH



FUNDING



# PhD - ADVERT

**CATEGORY B** - COMPUTER SCIENCE, ENGINEERING AND TECHNOLOGY, MATHEMATICS AND STATISTICS, PHYSICAL AND ENVIRONMENTAL SCIENCES

NO. OF JOBS

2,655

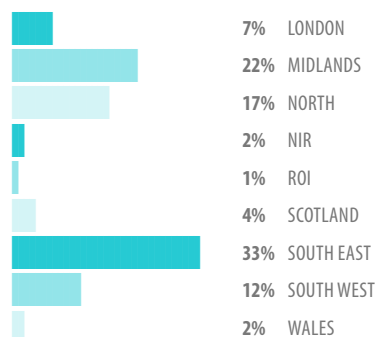
AVG. PAGE VIEWS

1,043

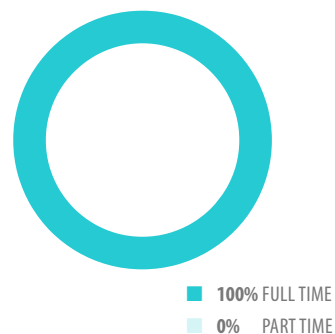
AVG. ADVERT LENGTH (DAYS)

55

REGION



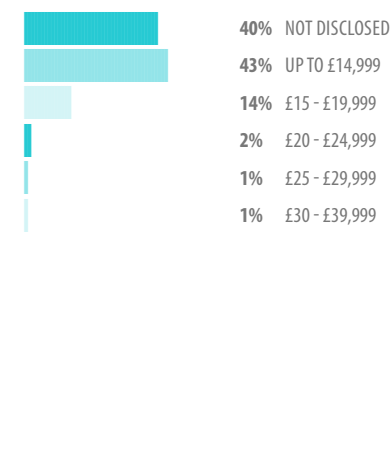
TYPE/HOURS



MONTH



FUNDING



# PhD - ADVERT

**CATEGORY C** - ARCHITECTURE, BUILDING AND PLANNING, BUSINESS AND MANAGEMENT STUDIES, ECONOMICS, EDUCATION STUDIES (INC. TEFL), LAW, POLITICS AND GOVERNMENT, SOCIAL SCIENCES AND SOCIAL CARE, SPORT AND LEISURE

## NO. OF JOBS

895

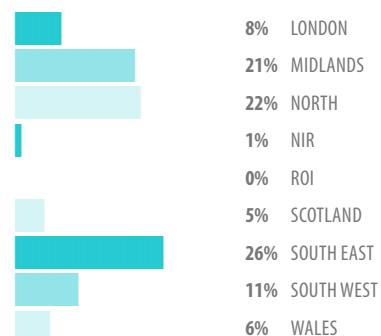
## AVG. PAGE VIEWS

1,175

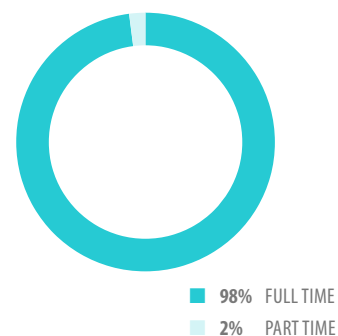
## AVG. ADVERT LENGTH (DAYS)

40

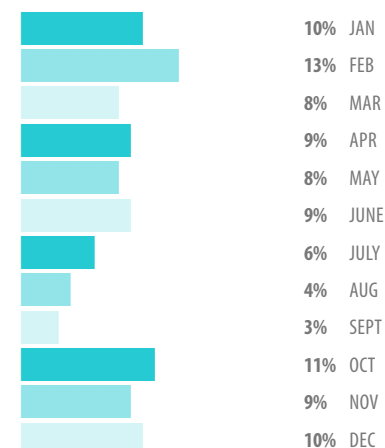
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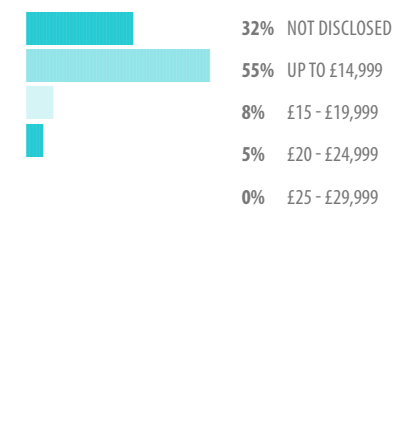
## TYPE/HOURS



## MONTH



## FUNDING



# PhD - ADVERT

**CATEGORY D** - CREATIVE ARTS AND DESIGN, LANGUAGES, LITERATURE AND CULTURE, HISTORICAL AND PHILOSOPHICAL STUDIES, INFORMATION MANAGEMENT AND LIBRARIANSHIP, MEDIA AND COMMUNICATIONS

## NO. OF JOBS

355

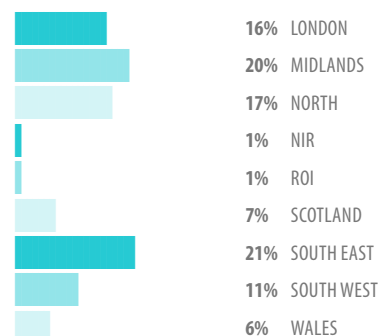
## AVG. PAGE VIEWS

1,296

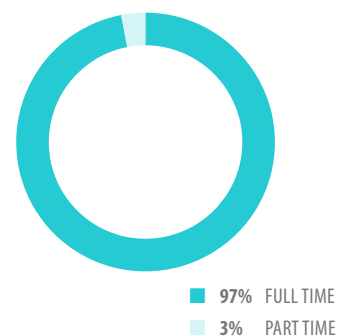
## AVG. ADVERT LENGTH (DAYS)

42

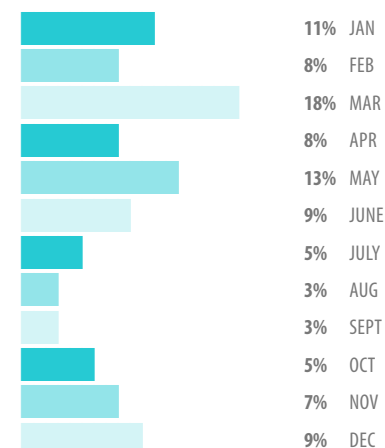
## REGION



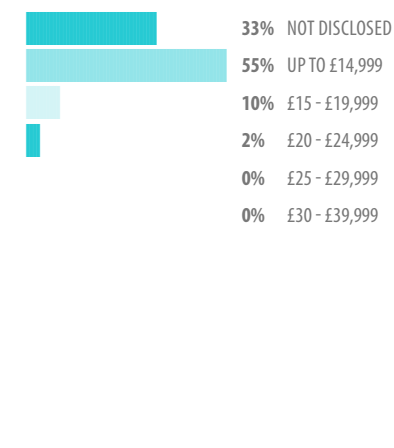
## TYPE/HOURS



## MONTH

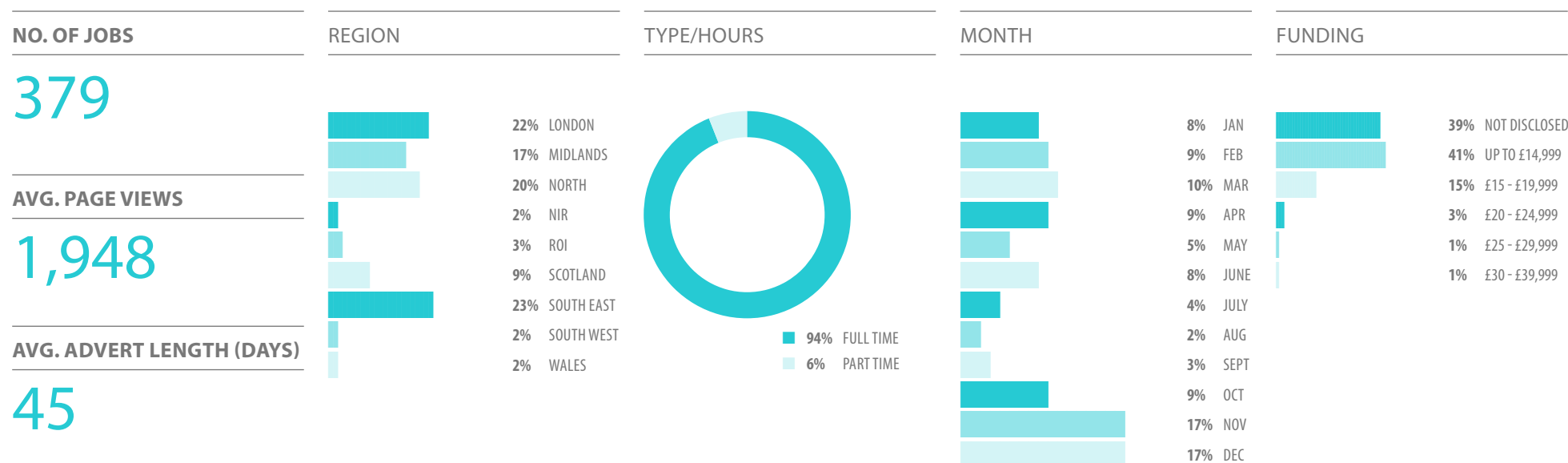


## FUNDING



# PhD - COMPOSITE

Overview of 'PhD composite' product type: PhD Composite promotes 2-8 opportunities (projects, places on a program or scholarships). Individual departments or smaller Doctoral Training Centres tend to have scholarships of this size.



## KEY FINDINGS

- 379 PhD composite adverts were placed on jobs.ac.uk during 2015.
- On average adverts attracted 1,948 views.
- The majority of opportunities were spread out across London (22%), Midlands of England (17%), Northern England (20%) and South East England (23%).
- 94% of the opportunities were full-time.
- Most of the opportunities were advertised between November-December.
- 41% of funding is up to £14,999 with 39% not disclosing funding this could be due to there being more than one opportunities being promoted.



# PhD - COMPOSITE

CATEGORY A - PSYCHOLOGY, AGRICULTURE, FOOD AND VETERINARY, BIOLOGICAL SCIENCES, HEALTH AND MEDICAL

NO. OF JOBS

125

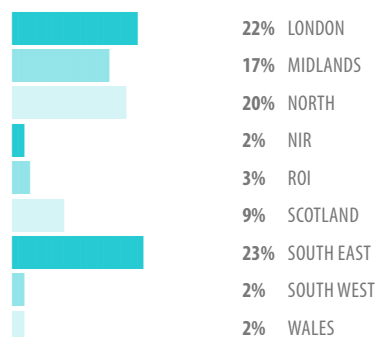
AVG. PAGE VIEWS

1,880

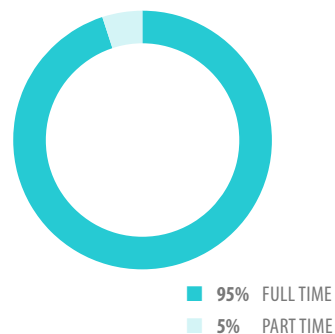
AVG. ADVERT LENGTH (DAYS)

37

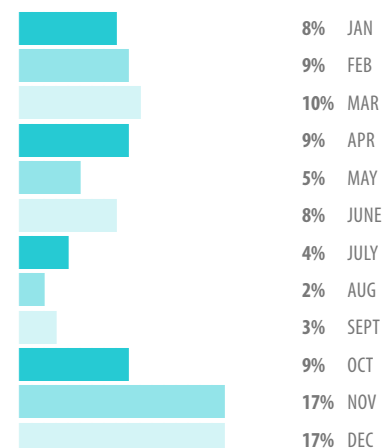
REGION



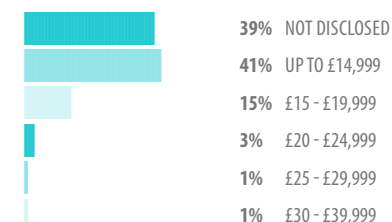
TYPE/HOURS



MONTH



FUNDING



# PhD - COMPOSITE

**CATEGORY B** - COMPUTER SCIENCE, ENGINEERING AND TECHNOLOGY, MATHEMATICS AND STATISTICS, PHYSICAL AND ENVIRONMENTAL SCIENCES

## NO. OF JOBS

159

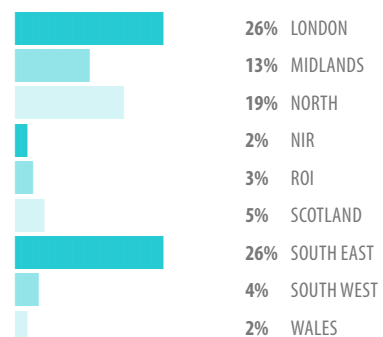
## AVG. PAGE VIEWS

1,542

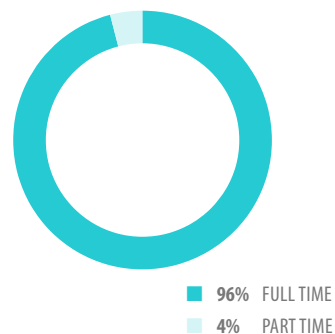
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83

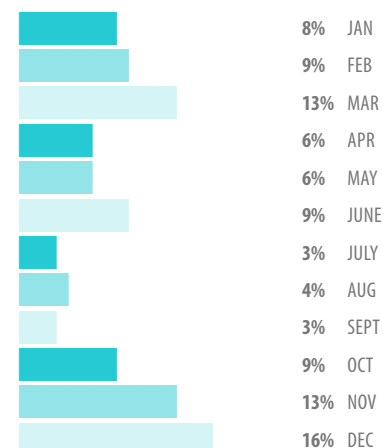
## REGION



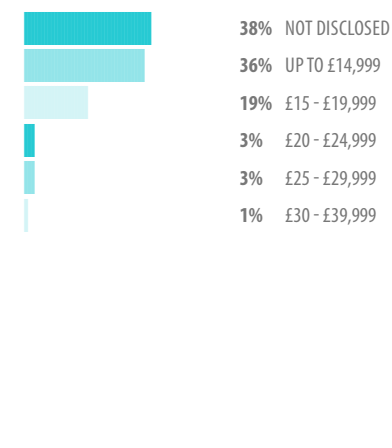
## TYPE/HOURS



## MONTH



## FUNDING



# PhD - COMPOSITE

**CATEGORY C** - ARCHITECTURE, BUILDING AND PLANNING, BUSINESS AND MANAGEMENT STUDIES, ECONOMICS, EDUCATION STUDIES (INC. TEFL), LAW, POLITICS AND GOVERNMENT, SOCIAL SCIENCES AND SOCIAL CARE, SPORT AND LEISURE

## NO. OF JOBS

186

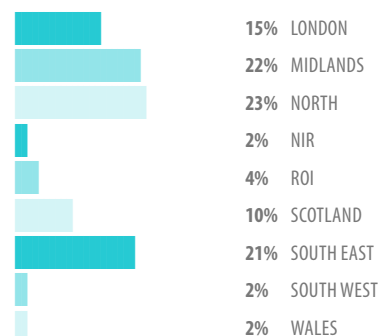
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2,232

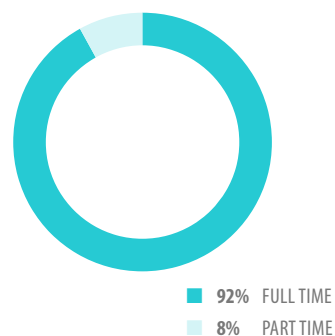
## AVG. ADVERT LENGTH (DAYS)

45

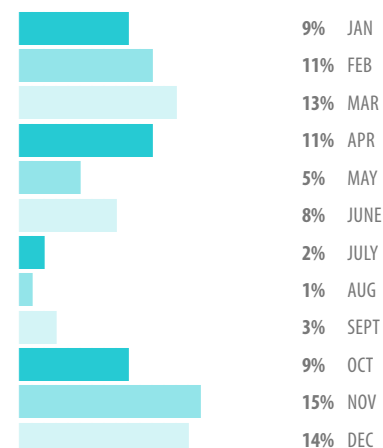
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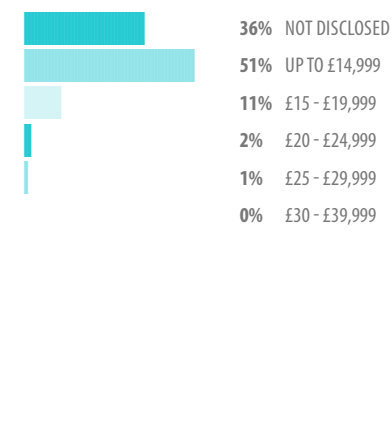
## TYPE/HOURS



## MONTH



## FUNDING



# PhD - COMPOSITE

CATEGORY D - CREATIVE ARTS AND DESIGN, LANGUAGES, LITERATURE AND CULTURE, HISTORICAL AND PHILOSOPHICAL STUDIES, INFORMATION MANAGEMENT AND LIBRARIANSHIP, MEDIA AND COMMUNICATIONS

NO. OF JOBS

93

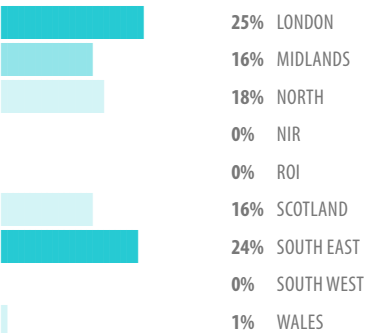
AVG. PAGE VIEWS

3,083

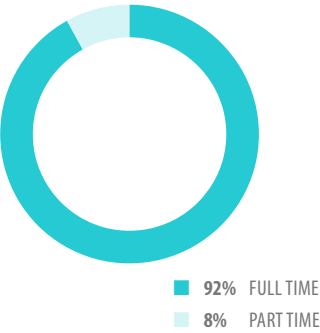
AVG. ADVERT LENGTH (DAYS)

44

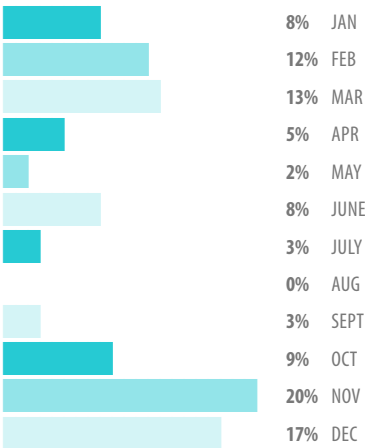
REGION



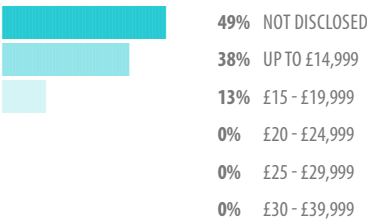
TYPE/HOURS



MONTH

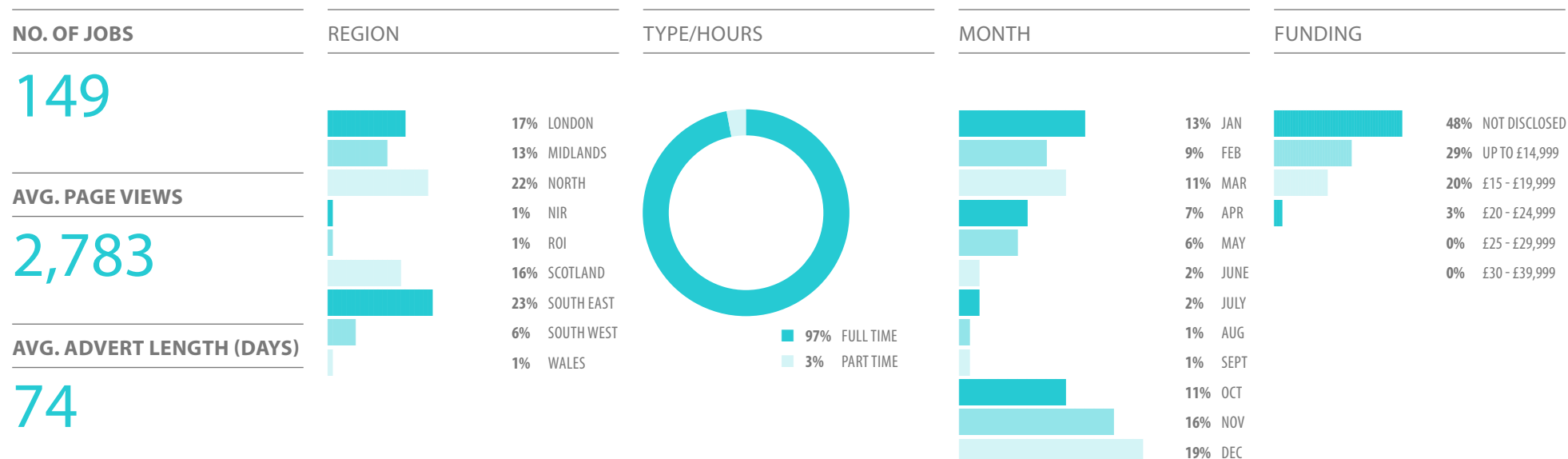


FUNDING



# PhD - COMPOSITE+

Overview of 'PhD Composite +' product type: PhD Composite + promotes anything between 9-20 opportunities. Most CDTs will fall into this category.



## KEY FINDINGS

- 149 PhD composite + adverts were placed on jobs.ac.uk during 2015.
- On average adverts attracted 1,948 views.
- The average advert length is 74 days for PhD Composite + adverts, whereas overall PhD opportunities are averaged placed for 50 days.
- The opportunities are fairly evenly spread across the South East England (23%), Northern England (22%), London (17%) and Scotland (16%).
- 97% of the opportunities are full time.
- Most of the opportunities are placed between October-March.
- 48% of the funding is not disclosed on PhD composite + adverts this is probably due to amount of opportunities included in the advert, 29% of opportunities funding is up to £14,999 and 20% have funding between £15,000- £19,999.

# PhD - COMPOSITE+

CATEGORY A - PSYCHOLOGY, AGRICULTURE, FOOD AND VETERINARY, BIOLOGICAL SCIENCES, HEALTH AND MEDICAL

## NO. OF JOBS

54

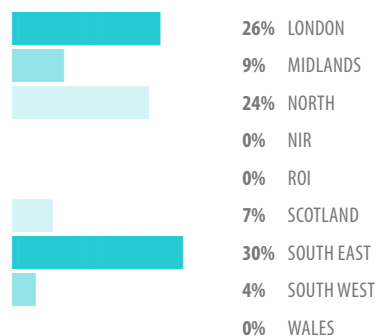
## AVG. PAGE VIEWS

3,293

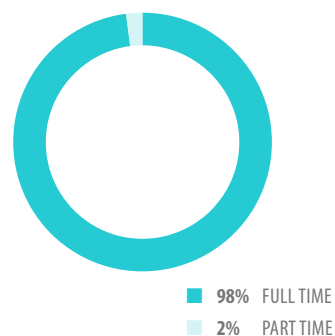
## AVG. ADVERT LENGTH (DAYS)

64

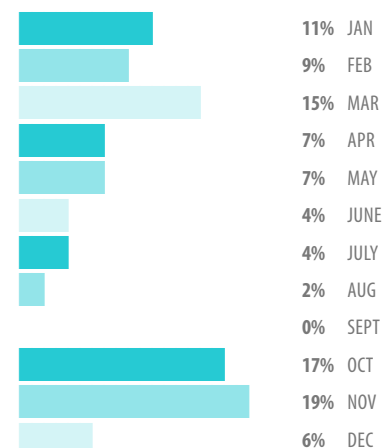
## REGION



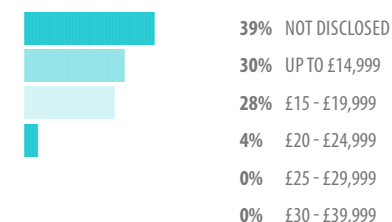
## TYPE/HOURS



## MONTH



## FUNDING



# PhD - COMPOSITE+

CATEGORY B - COMPUTER SCIENCE, ENGINEERING AND TECHNOLOGY, MATHEMATICS AND STATISTICS, PHYSICAL AND ENVIRONMENTAL SCIENCES

NO. OF JOBS

102

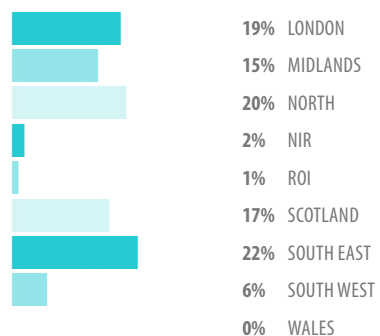
AVG. PAGE VIEWS

2,539

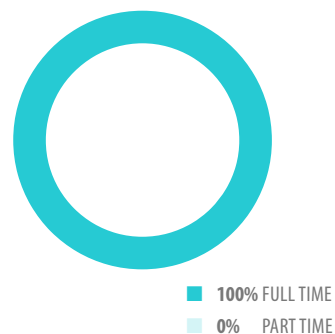
AVG. ADVERT LENGTH (DAYS)

83

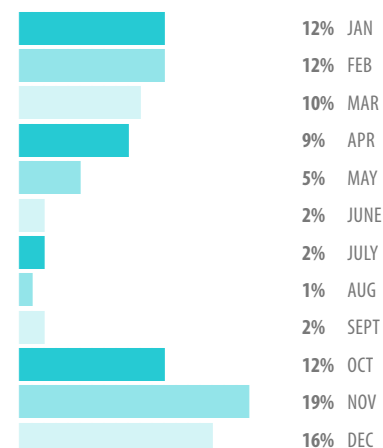
REGION



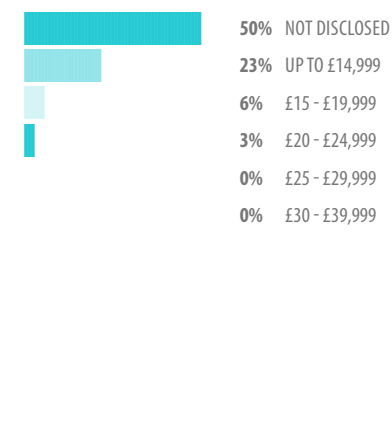
TYPE/HOURS



MONTH



FUNDING





# PhD - COMPOSITE+

**CATEGORY C** - ARCHITECTURE, BUILDING AND PLANNING, BUSINESS AND MANAGEMENT STUDIES, ECONOMICS, EDUCATION STUDIES (INC. TEFL), LAW, POLITICS AND GOVERNMENT, SOCIAL SCIENCES AND SOCIAL CARE, SPORT AND LEISURE

## NO. OF JOBS

61

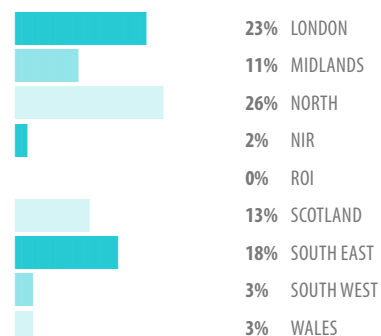
## AVG. PAGE VIEWS

3,923

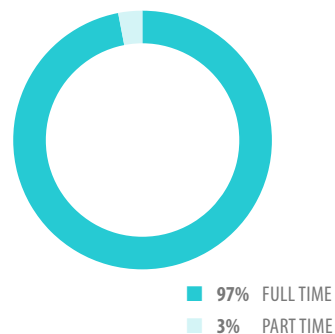
## AVG. ADVERT LENGTH (DAYS)

51

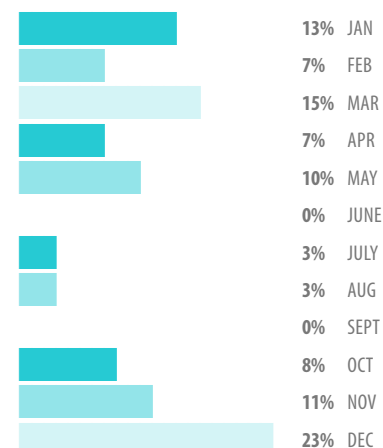
## REGION



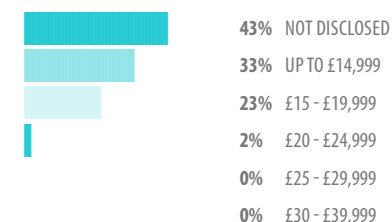
## TYPE/HOURS



## MONTH



## FUNDING



# PhD - COMPOSITE+

**CATEGORY D** - CREATIVE ARTS AND DESIGN, LANGUAGES, LITERATURE AND CULTURE, HISTORICAL AND PHILOSOPHICAL STUDIES, INFORMATION MANAGEMENT AND LIBRARIANSHIP, MEDIA AND COMMUNICATIONS

## NO. OF JOBS

41

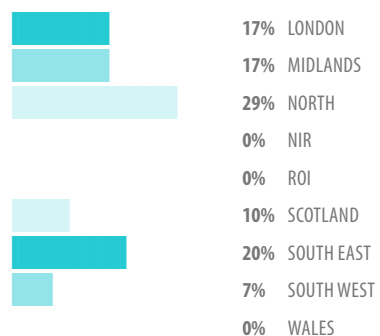
## AVG. PAGE VIEWS

4,639

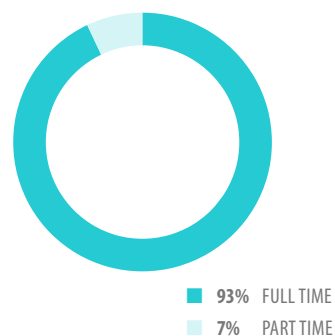
## AVG. ADVERT LENGTH (DAYS)

4461

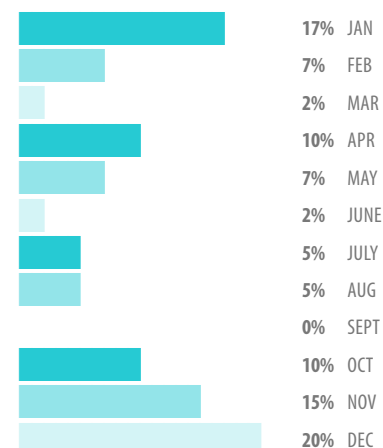
## REGION



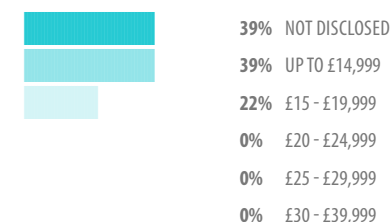
## TYPE/HOURS



## MONTH

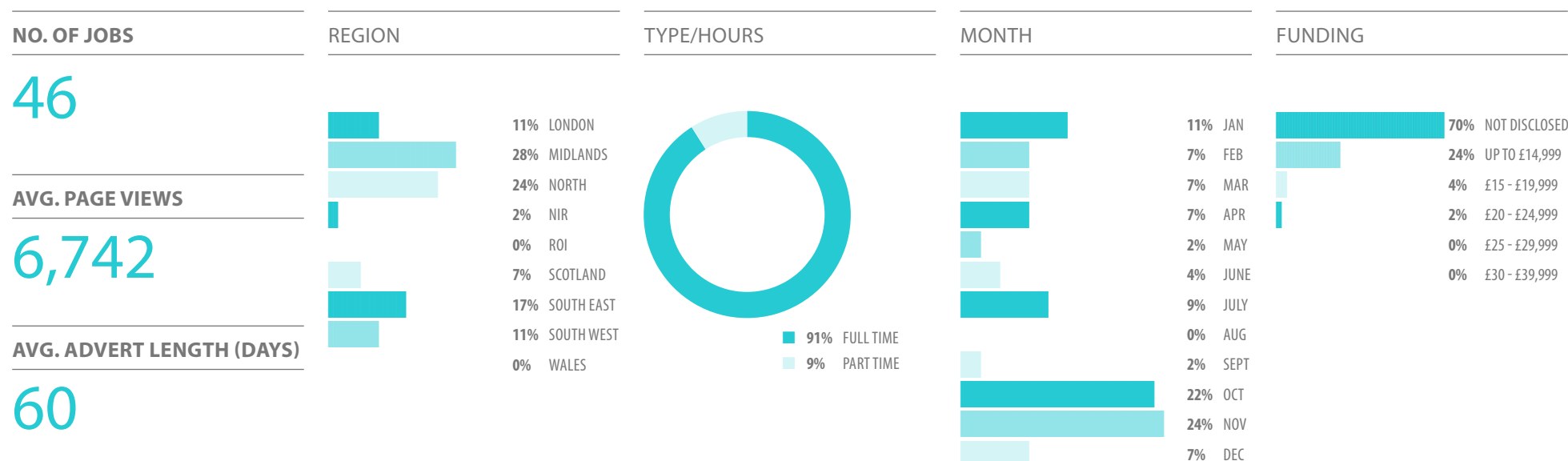


## FUNDING



# PhD - CAMPAIGN

Overview of 'PhD campaign' product type: PhD Campaign is designed for large scholarship announcements, such as faculty or university wide promotion.



## KEY FINDINGS

- 46 PhD campaign adverts were placed on jobs.ac.uk during 2015.
- On average PhD campaigns attracted 6,742 views.
- The average length for a PhD campaign is 60 days, whereas the overall PhD opportunities are averagely placed for 50 days.
- The opportunities are spread mainly across Midlands of England (28%), Northern England (24%) and South East England (17%).
- 91% of the opportunities are full time.
- The majority of PhD campaigns are placed in October-November.
- 70% of PhD campaigns adverts did not disclose funding, this could be down to the type of advert being for larger announcements such as faculty or university wide promotions.

# PhD - CAMPAIGN

CATEGORY A - PSYCHOLOGY, AGRICULTURE, FOOD AND VETERINARY, BIOLOGICAL SCIENCES, HEALTH AND MEDICAL

## NO. OF JOBS

32

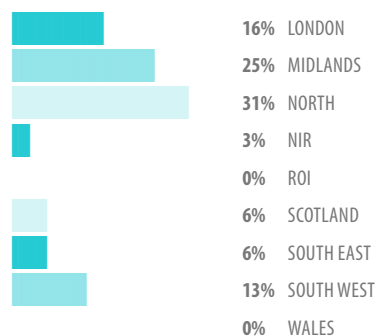
## AVG. PAGE VIEWS

7,855

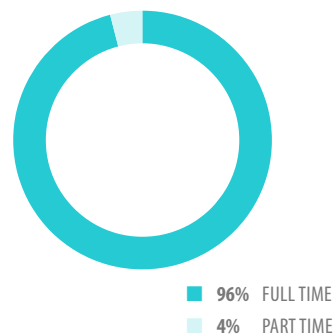
## AVG. ADVERT LENGTH (DAYS)

60

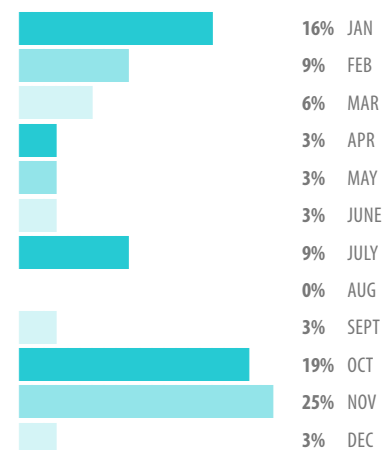
## REGION



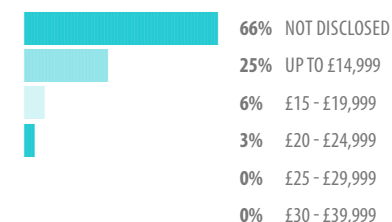
## TYPE/HOURS



## MONTH



## FUNDING



# PhD - CAMPAIGN

CATEGORY B - COMPUTER SCIENCE, ENGINEERING AND TECHNOLOGY, MATHEMATICS AND STATISTICS, PHYSICAL AND ENVIRONMENTAL SCIENCES

NO. OF JOBS

32

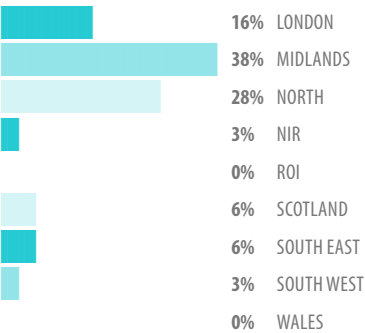
AVG. PAGE VIEWS

8,311

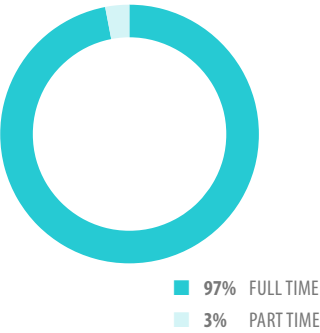
AVG. ADVERT LENGTH (DAYS)

59

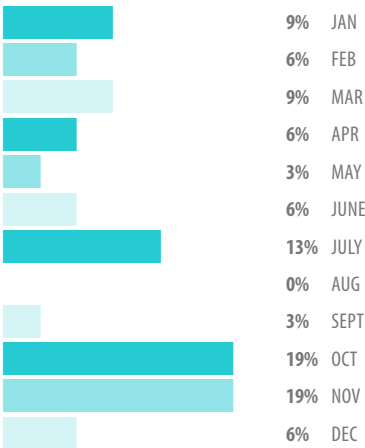
REGION



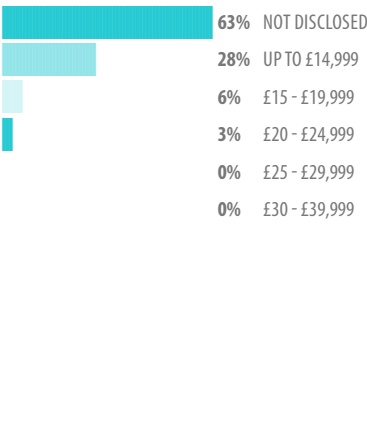
TYPE/HOURS



MONTH



FUNDING



# PhD - CAMPAIGN

**CATEGORY C** - ARCHITECTURE, BUILDING AND PLANNING, BUSINESS AND MANAGEMENT STUDIES, ECONOMICS, EDUCATION STUDIES (INC. TEFL), LAW, POLITICS AND GOVERNMENT, SOCIAL SCIENCES AND SOCIAL CARE, SPORT AND LEISURE

## NO. OF JOBS

32

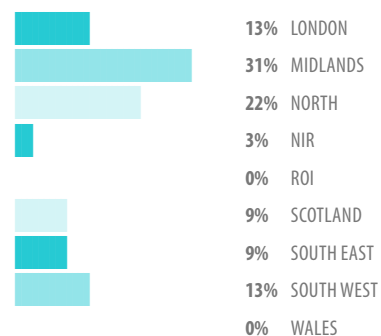
## AVG. PAGE VIEWS

8,724

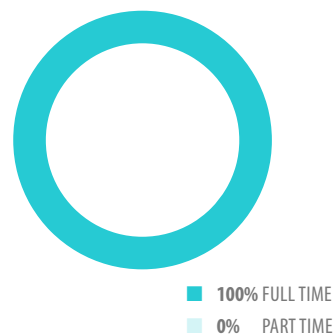
## AVG. ADVERT LENGTH (DAYS)

61

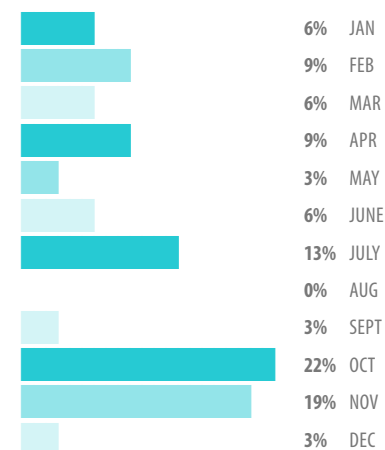
## REGION



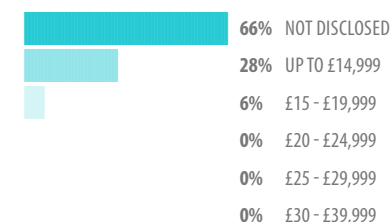
## TYPE/HOURS



## MONTH



## FUNDING



# PhD - CAMPAIGN

**CATEGORY D** - CREATIVE ARTS AND DESIGN, LANGUAGES, LITERATURE AND CULTURE, HISTORICAL AND PHILOSOPHICAL STUDIES, INFORMATION MANAGEMENT AND LIBRARIANSHIP, MEDIA AND COMMUNICATIONS

## NO. OF JOBS

33

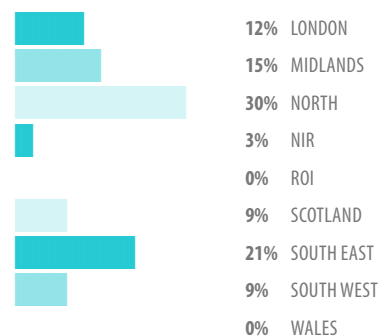
## AVG. PAGE VIEWS

8,338

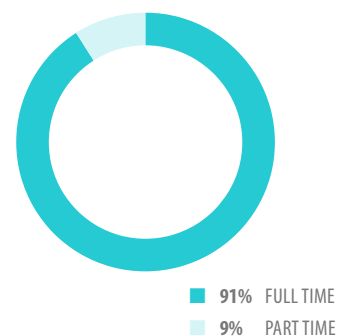
## AVG. ADVERT LENGTH (DAYS)

61

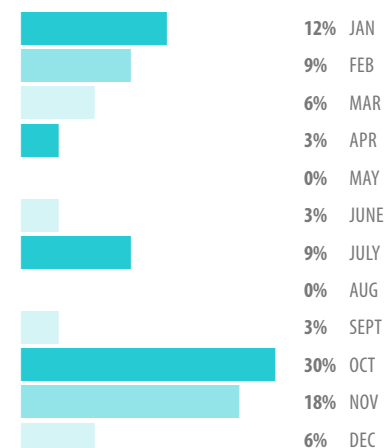
## REGION



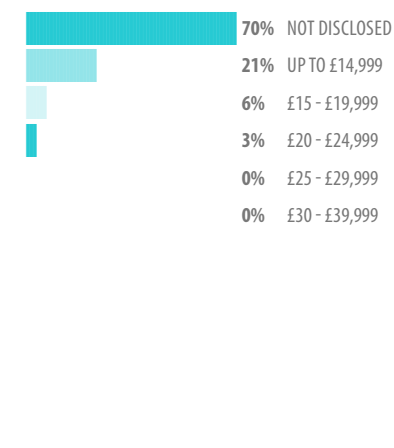
## TYPE/HOURS



## MONTH



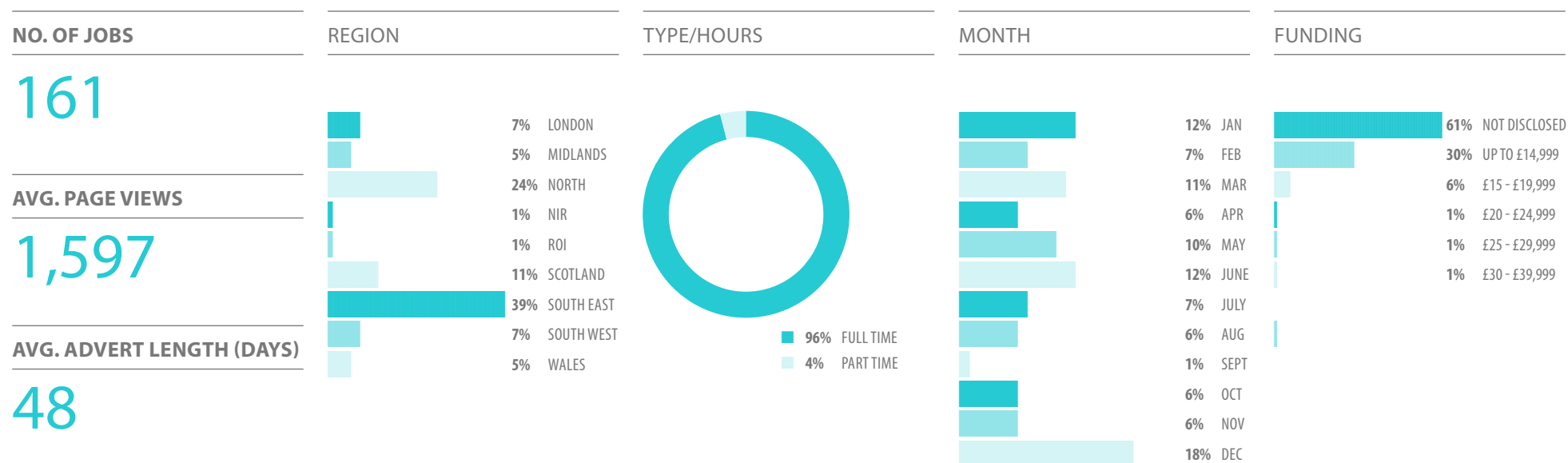
## FUNDING





# MASTERS

Overview of all UK and Ireland roles placed on [jobs.ac.uk](https://jobs.ac.uk) in 2015.



## KEY FINDINGS

- The South of England (39%) advertises most of these opportunities followed by Northern England (24%).
- These opportunities are advertised throughout the year with a peak December and January (30%).
- **96%** of these opportunities are full time.
- **30%** of these roles offer funding up to £14,999 with 61% of opportunities not disclosing funding.
- **161** of these opportunities appeared on jobs.ac.uk during 2015.
- On average opportunities attract **1,597 views**.
- On average opportunities are posted for 48 days.

# ABOUT JOBS.AC.UK

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Launched in 1998 by the University of Warwick, [jobs.ac.uk](https://jobs.ac.uk) is the leading global jobs board for careers in academic, research, science and related professions. From academic, research and managerial roles to PhD programmes and studentships, jobs.ac.uk advertises opportunities for over 7,600 organisations worldwide including universities, research institutions, colleges, charities and commercial organisations.

## OUR KEY STATISTICS

- 1.5 million unique users per month (ABC audited January 2015)
- Used by 1,000+ universities in over 60 countries including 47 out of 50 top ranked global universities (QS World University Rankings 2015/16)
- 21,000+ job searches per day from UK, USA, Europe, Middle East & Asia Pacific
- 108,000+ jobseekers subscribe to our Jobs by Email service
- Over ten times more effective than other external media for academic and research posts.

If you would like to advertise or speak to one of our team about putting together a targeted or bespoke recruitment campaign, we'd love to hear from you.

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