

JOB HUNTING

Graduate, European and International online agencies

It was Napoleon Bonaparte who said: "*Never interrupt your enemy when he is making a mistake*", and such a strategy could be useful in today's extremely competitive graduate job market! By mid 2011 official employment figures showed few signs of improvement in the jobs market, with the UK's unemployment rate remaining around 8%.

During 2010–11 the number of graduate job applications reached an all-time high of 343,000. The average number of applications per undergraduate finalist increased from 5.7 to 6.8 in 2010, with 59% of them scrambling for places by March 2011, just before their graduation. It seems that the 'anti' is very much being 'upped' for graduates seeking work that is commensurate with their level of education.

Even though competition for graduate positions is high, there are many excellent resources available to assist graduates into their chosen career paths.

Graduate Careers Services

Graduates, for up to three years following their final year, can continue to use the support of their original University Careers Service, or even tap into their nearest University if preferred; visit the Prospects link below and search facility 'university careers services' to check out your nearest University Careers Service. This service will provide invaluable in helping you in a number of areas such as:

- Helping you to identify a career choice that interests you
- Identifying career opportunities that relate to your degree
- Tracking down graduate job opportunities
- Offer a number of resources including CV workshops, internet access and job interview coaching

Also, for researching online opportunities and careers that relate to your degree, we particularly recommend visiting the new 'Job Search' 'Find Graduate Employers A-Z' and 'What do graduates do?' sections at www.prospects.ac.uk. The latter is available in the Higher Education menu in [careerchange.companion](#).

Where else can you find graduate jobs?

Recruitment fairs

Many graduate recruitment fairs are organised by individual universities, so check out the University where you want to find work for further information. Alternatively a search on the internet or a look through the job pages will often reveal the details of a forthcoming graduate recruitment fair.

Remember to take copies of your CV with you to the fair, dress as you would for an interview and collect as many business cards as you can so that you can follow them up at a later date.

Choose an effective strategy

It is estimated that anything between 40% - 70% (depending on vocational area) of jobs are to be found in what's termed the 'hidden' job market. Most people are familiar with the visible job i.e. recruitment organisations, the internet, newspapers, trade magazines etc, but how do you gain access to the majority of jobs that often remain out of sight?

1) Make speculative approaches

An effective way into the 'hidden' job market is to make speculative approaches to organisations that you would like to work for. Often large employers will advertise their vacancies on their websites, and it can be difficult to circumvent their recruitment process. However, for smaller organisations it can be well worth a try e-mailing or writing a letter, followed up by a polite call to a relevant person to discover if they have any positions available. You never know, you might just be the person they're looking for! It could be worth a try, and you won't be competing against 'the world and his dog' for a position! And don't forget, always have an up-to-date CV to hand out to prospective employers.

There are many ways to identify employers you could approach in a speculative fashion. If you have local knowledge of an area you will know who are the local employers or you could simply track relevant organisations via yell.com and other similar business pages. Alternatively for higher-end jobs, *The Times Top 100 Graduate Employers* provides a 'definitive guide' to Britain's most respected and sought-after graduate employers. www.top100graduateemployers.com/

2) Networking/using your contacts.

Many vacancies are never actually advertised but rely on staff already working in the organisation to spread the word. Ask your friends and relatives to keep a lookout for you in their companies. Networking is one of the most successful ways of finding employment and does not necessarily involve asking your friends for a job. It could form part of your job research – who works where, who knows who, who can tell you what it's like to work for a particular company, who can give you advice about your career path etc. You'll be surprised at how many people you really know!

Useful Graduate Job Search Resources

<http://www.careers.lon.ac.uk/>

<http://jobs.thetimes.co.uk/jobs/graduate/>

<http://jobs.telegraph.co.uk/graduate-jobs/>

<http://jobs.guardian.co.uk/jobs/graduate/graduate-schemes/>

Graduate Recruitment websites

<http://milkround.com> – Milkround has been rated the most-used graduate recruitment site in the UK

<http://www.grb.uk.com/> – Graduate Recruitment Bureau

<http://www.pareto.co.uk> – The Graduate Recruitment agency

<http://www.graduate-recruitment.co.uk/> – The graduate Recruitment agency

<http://www.gradjobs.co.uk/> Gradjobs.co.uk

<http://www.ukgraduatecareers.net/> – UK Graduate Careers

<http://www.just4graduates.net/> – Just 4 Graduates

<http://www.thebigchoice.com/> – The Big Choice.com

<http://graduate.monster.co.uk/> – The Graduate Zone

<http://www.reed.co.uk/graduate/> – Reed Graduate

<http://www.totaljobs.com/graduate> – Total Graduate
<http://www.experteer.co.uk> – Experteer.co.uk
www.activate.co.uk Activate – Gap, Student and Graduate jobs
www.blindinbusiness.co.uk – Blind in Business
www.designgraduates.com – Design and Illustration graduate showcase
www.gradcracker.com – Engineering
www.get.hobsons.co.uk – GET
www.grb.uk.com – Graduate Recruitment Bureau
www.tda.gov.uk/recruit/.aspx – Teaching, TDA

European and international Recruitment websites

As for the European and International scene we have listed a few gems, but you may also want to return to last month's edition of the Kempshott Kourier as many of the agencies listed included regional or global search opportunities.

Remember, as well as checking out the additional sites below, you can also explore very useful company information on the internet in support of your covering letter, CV and particularly with interview preparation. If you get stuck yell.com offers a very useful search facility.

Useful agencies

<http://www.careerseurope.co.uk/> – Provides current International Careers Information
<http://www.eurograduate.com/> – The European Graduate Career Guide

International recruitment websites

<http://www.careersineurope.com/> – International employment agency
<http://www.experteer.co.uk> – Experteer.co.uk
<http://www.solutions-driven.com/> – Solution Driven
<http://www.eurobrussels.com/> – Jobs in European affairs and International relations
<http://www.eurojobs.com/> – Multi-European job site
<http://www.graduateelite.com/> – Graduate job opportunities both UK and Europe
www.eurolondon.com – Euro London - foreign languages in UK and Europe
www.careersineurope.hobsons.com – Graduate Careers – Europe
www.uk.oneworld.net/section/uk/jobs – International Environmental and Ethical Careers
www.livehire.com – USA - LiveHire Digital Interview
www.wse.org.uk – World Service Enquiry - International Development
<http://www.graduate-recruitment.biz/pages/index.php> – Intergrad UK and International recruitment
<http://www.stepstone.com/> – International employment agency
<http://www.antalrussia.com/> - Russian Employment agency
<http://www.antal.com/> – International employment agency

NB The list of recommended sites is not exhaustive, and further useful sites can be found within Careerchangecomp@nion