Working in the UK: International PhDs

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Careers Adviser
What we will cover

- Things to be aware of regardless of visa status
  - NI & Tax
  - Career planning
- UK employment market
  - academia
  - beyond academia
- Help from the Careers Service
National Insurance & Income Tax

- A National Insurance (NI) number is needed to work in the UK – can start work without one, but tax deducted will be at an emergency (higher) rate
- To apply for one book an appointment with Job Centre Plus: call 0800 141 2075 Mon-Fri, 8am to 6pm
- NI deducted from earnings over £166 per week @ 12% (19/20)
- Income Tax deducted from annual earnings of £12,501+ (19/20)
National Insurance & Income Tax

- HM Revenue and Customs
  www.hmrc.gov.uk/students

- UK Council for International Student Affairs  www.ukcisa.org.uk

- Tax Guide for Students
  www.taxguideforstudents.org.uk/
Post-PhD career options (@jobsontoast)

SUBJECT

- Same
- Different

SECTOR

- Same
- Different

- Alternative Academic
- Professional
- Academic
- Research, Publishing & Consultancy

Options:
1. Same Subject, Same Sector
2. Same Subject, Different Sector
3. Different Subject, Same Sector
4. Different Subject, Different Sector
Recruitment is focused on

Eligibility
• Can you do the job?

Suitability
• Will we work well with you?

Potential
• Will you prove a good investment?
It can take time to..........

- decide what you want to do after the PhD
- find out what you will need to do it, or take a step towards it
- develop everything you will need to be competitive
- get good at communicating with recruiters
- align with your target employers’ recruitment processes

So best not to

- wait until you submit your PhD or after your viva
NETWORK: real and virtual
Careers Service perspective on Tier 2 sponsorship

- Main driver behind recruiter attitude to international applicants is “business” need:
  - Recruitment strategy based on recruiting top talent globally
  - Scarce in demand skills may mean greater willingness to sponsor
  - Insufficient UK/EU applicants

- Not all jobs that require a degree meet the requirements for Tier 2 sponsorship under the immigration regulations (either categorised below PhD, or NQF 6 levels, &/or salary offered is below threshold; Appendix J)

- Not all employers hold a Tier 2 General Sponsorship Licence (Register of Tier 2 & 5 Sponsors)
Some sectors may be more willing to sponsor visas

- Academia
- IT
- Data analytics
- Engineering
- Investment Banking, Fund Management & Financial Services
- Management Consulting (especially strategy consulting)
- Economic Consulting
- Commercial Law
- …..skills shortages, usually STEM related
Sectors that are least likely to sponsor visas

➢ In summary recruiters where they attract more than enough of the entry level applicants they seek who don’t need a visa

➢ Recruiters not particularly active in “graduate recruitment”

- Think Tanks
- Charity sector
- Social enterprises
- Arts & Heritage
- Media
- Law (outside of the commercial firms and chambers)
Employer understanding of visas options varies

- May or may not know about the Doctorate Extension Scheme and what this means for ‘ease of recruitment’

- May not know about facility to switch from DES to a visa they sponsor and what this means for ‘ease of recruitment’

- May not know about facility to switch from Tier 4 to a visa they sponsor and what this means for ‘ease of recruitment’

- We try to educate them, you may also need to “educate” them
Being competitive in the UK academic job market

- Quality of research
- Quality of publications
- Potential to attract funding for your research
- Teaching experience
- Potential for your research to have impact
- Close match with the specific requirements of the role you are applying for
What AHSS academia values: 2020-21

- Research
- Publications
- Funding
- Teaching
- Impact
- Public Engagement
- Service
What academia values: 2021+
Understanding the job market you want to build your career in

• What are your target employers or funders looking for?
• How do their requirements differ depending on the type of position?
• Are there any trends in what is being asked for?
• Are you identifying any concerns from your perspective?

• Do this by networking (near and far); professional news, e.g. thes.co.uk; respected blogs, e.g. Professor is in

• Job adverts: over time and specifically (overview of HEI, department, and team; job description; person specification; application & selection process)
Myth busting: true or false?

- There is a set cycle for academic recruitment
- All early research fellowships are advertised in late summer/early autumn
- It’s best if I don’t start my job search until after I submit
- After my viva is the time to start writing for publication
- Discipline field is always the primary concern of recruiters, sub-field less so
- I have started looking for jobs and there is nothing I can apply for
- I can develop one set of application materials and use them with minor tweaks for every application
Application package (potential) contents

- Application form
- CV
- Application letter
- Referees (references)
- Research Statement
- Research Proposal
- Writing Sample
- Teaching Statement
- Sample curriculum
If not doing so already..........................

- **Networking** for invites to speak, &/or teach; potential referees; potential readers; initial contact with target universities

- **Keeping up to speed on Research Excellence Framework** [www.ref.ac.uk](http://www.ref.ac.uk)

- **Keeping up to speed on Teaching Excellence Framework** [www.tef.ac.uk](http://www.tef.ac.uk)

- **Horizon scanning for** early warning of opportunities (& threats)

- **Use social media** – appropriately [www.timeshighereducation.com/a-z-social-media](http://www.timeshighereducation.com/a-z-social-media)
If not doing so already..............................

• Regular updating, and review of your CV
  ➢ Is it missing anything essential?
  ➢ Is it missing anything desirable?
  ➢ How and when will you address any gaps?

• Looking through academic job adverts, and “further particulars”
  ➢ What is being asked for?
  ➢ Are there any trends/themes you need to take account of?
  ➢ How and when will you do this?

• Developing an understanding of the publication process (articles & books) and target journals and academic presses in your discipline

• Preparing your core “Job Market” materials - allowing time for feedback, revision and honing and .........................................................
Ability to provide a clear, concise, engaging and impactful communication of PhD research to non-expert audiences: CV, application letter; research statement/proposal; interviews; presentations
Variety is the norm

- Varied recruitment triggers
- A variety of places to look for opportunities
- Selection processes vary in complexity and length
- Varied education requirements, but they are usually set at the eligibility threshold
- Varied emphasis on specific experience &/or skills requirements
- Variation in time from start of job search, to job offer, to job start
Recruitment is focused on

Eligibility
- Can you do the job?

Suitability
- Will we work well with you?

Potential
- Will you prove a good investment?
Application stage

Know what it is

Have what is needed to do it

Want to do it

Want to do it for them

Job/Scheme
Employers outside academia look for....

**EVIDENCE** that you: match the requirements for the job; want to do the job; want to do the job for them; will fit in with the organisation’s culture

- **Examples** of you using the competencies they need
- **Experience** of using these competencies outside of an academic environment
- **Activity choices** you have made that support your claimed interest in the job
Experience beyond your PhD is valuable

- To work out what you want to do
- To provide evidence that you can & want to do what they do
Outside of academia: employers may be sceptical of PhDs

- Too academic
- Have a narrow perspective
- No “commercial” awareness
- May not be able to work well with others
- Career outside of academia is 2nd choice
Routes to development opportunities

University or Student facilitated consultancy projects

Enterprise & Social Enterprise

Work shadowing

Volunteering, inc. Trustee

Public engagement

Teaching qualifications

Paid work within 10 hour rule

Schools, DTPs, Depts

Researcher Development (PPD)

Social Science Research Methods Centre

Supervising, lecturing, summer schools

Conferences, seminars, committees (organising &/or speaking)
Working during the PhD

- **Up to 10 hours per week of £ work permitted** if this is academic-related, or related to a PhD’s professional or career development, or outreach undertaken on behalf of the University

- Approval of Supervisor, and College Tutor required

- PhDs who receive funding should check that the terms and conditions of their funding permits them to work

- Tier 4 visa holders must still comply with the working conditions of their immigration permission

- **Volunteering during term time (max 20 hours per week) permitted under Tier 4**
HOW RECRUITERS RECRUIT
Applications

CV (or application form)
- What you have done
- How you did it
- Evidence that you meet the job requirements

Letter (or application form)
- Why you are applying for the job
- Why you are a competitive candidate
- Why you are applying to them
Beyond application stage: being ready

- **Interviews** – motivation, strengths, competencies based on EVIDENCE aka experience
- **Tests (ability)** – preparation
- **Behavioural Questionnaires** - preparation
- **Group Exercises** – experience of working in a group or team
- **Role Plays** – experience of a range of interactions with diverse humans
- **Written tests** – experience beyond essays, academic articles, PhD writing
- **Presentations** – experience beyond conference papers, lectures, and seminars
Top Tips: career planning for academia and beyond

- **START AS EARLY AS YOU CAN**
  - Get to know how recruitment works in your target sectors: when?; how?; what they look for?
  - Evidence from experience is your strongest asset
  - If recruitment tends to be “as and when the need arises” then be **ready to act** circa 3 months prior to your earliest “start” date
  - If recruitment has a cycle then be **ready to act** for the start of that
  - Be **wary** of holding out for your **perfect** job, and remember applying isn’t accepting
Any Questions?
HELP FROM THE CAREERS SERVICE
Access to Careers Service help

- Website [www.careers.cam.ac.uk](http://www.careers.cam.ac.uk) portal to all we offer
- What’s On? diary
  - CamCareers email service: do register your interests
  - Careers Sectors A-Z
  - GradLink – alumni database
  - Podcasts, sector-based and generic
  - Postdoc pages
GradLink - your links in the working world

A database of mostly Cambridge graduates who can give you career-related advice, insight and inspiration.

- See what jobs they're doing now at which organisation and how they got there. Read career profiles to see how they got to where they are now.
- Search for specific experiences - people in the media, with a PhD, who have lived in North America, who have studied Geography.
- Find inspiration - what did people with your degree go on to do next?
- Ask GradLinks what roles are really like, what made the difference in getting their job - anything careers related that you can't get from the internet.

"When I first started job hunting, I was too shy to email people on GradLink - I later discovered this is the best way of finding out what people actually do in their day-to-day working life, which is probably the most important thing you need to know to decide whether you want to do the job or not!

GradLink user"
Entrepreneurship and self-employment

Cambridge has a strong reputation for innovation and entrepreneurship which employs over 50,000 people in 1500+ high tech businesses in the region. Cambridge and Silicon Fen are full of new ideas, great people and organisations that help foster entrepreneurship.

Because the Cambridge landscape is so rich in entrepreneurial activity it can be hard to know where to start. How you intersect with this 'ecosystem' will depend on you.

Do you...

- have a business idea and want to take it forward now?
- need to learn more about entrepreneurship as a possibility for your future?
- want to work for a start-up and get an idea of what it's like?
- plan to be self-employed - as a musician, tutor, photographer, consultant for example?

The entrepreneurial career route is not for the faint-hearted, so be honest with yourself about your current skills, personality and drive.

If you aren't ready to do your own thing, there are a few grad-scheme-like programmes that you could join.

Get involved with some of the entrepreneurial student societies, go to talks and events, enter business plan competitions and generally talk to as many people as you can while you're here. We can help you keep track of it all via our 'Start-up' CamCareers emails.

Knowing how to get help, advice and mentoring is key to early success when starting your own business.
Find an Alumni Group

Our Groups are a remarkable network of friendly and engaged alumni sharing a passion and commitment to Cambridge.

Alumni are eligible to join any of more than 430 volunteer-led Alumni Groups around the world. Use the map or the search box to find your local Group.

Most Groups are able to offer a range of advice, hospitality and assistance to visiting alumni, students and academics travelling in the region. Contact the nearest Group’s representative for information.
Job search

- Vacancies & Opportunities via careers.cam.ac.uk
- thes.co.uk; jobs.ac.uk for academia and academic-related
- GoingGlobal via careers.cam.ac.uk
- Career Sectors A-Z
- LinkedIn
We currently have 1440 vacancies and vacation opportunities from organisations targeting Cambridge students. Get new matching vacancies emailed to you daily or weekly.

- Search for specific job titles, organisations, locations etc - you can enter all or part of a word
- Use quotes around phrases, e.g. "any discipline", "any class", "risk analyst"
- 3.2 or 2.1 will find all jobs that refer to 3.2, 2.1, 3.1 and 2.1.

**Type of work:**

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<td>Advertising, marketing &amp; PR</td>
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For Career Advisors

Local experts – global insights

Instantly expand your team’s geographical expertise with a virtual staff of local employment experts.

Career Guides

Utilize our comprehensive career and employment resources tool kit filled with everything you need to find jobs and internships at home and abroad.

- Country Career Guides
- Global City Career Guides
- U.S. City Career Guides

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- Bookmark Content

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- Training Videos
- Training Webinars
- User Guide
- FAQ
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Access to Careers Service help

- CV & Cover Letter Guides, skills sessions & checks
- 1:1 Careers advice sessions, career planning, applications help, Interview Practice, offer selection
- Help with LinkedIn profile
- Careers briefings
- Careers skills sessions
ACADEMIC JOB MARKET: HELP FROM THE CAREERS SERVICE
Searching for jobs – the UK & Europe

**UK**

- www.jobs.ac.uk
- *Times Higher Education, The Guardian*
- Cambridge *Reporter, Oxford Gazette*
- HEIs’ & Colleges own websites
- Professional societies’ websites and mailing lists

**Europe**

- www.academicjobseu.com
- http://ec.europa.eu/euraxess
- National newspapers of member states
Other places to look for fellowships & research funding

- [https://www.ahssresearch.group.cam.ac.uk/](https://www.ahssresearch.group.cam.ac.uk/)
- AHRC Leadership Fellows
- British Academy
- Independent Social Research Foundation
- Leverhulme Trust
- Marie Sklodowska-Curie Actions
- UKRI Future Leaders
- Wellcome Trust
- Specific universities, e.g. Bristol, Edinburgh
- Research Professional
Searching for jobs – rest of the world

- www.jobs.ac.uk - worldwide. Useful also for country profiles
- Going Global – accessed through the Careers Service website
- www.higheredjobs.com – US and worldwide
- www.hercjobs.org/ Higher Education Recruitment Consortium (HERC) - North America
- www.academic360.com – meta-website for US, Canada, Australia - UK, Ireland
- www.globalacademyjobs.com - worldwide
- www.seek.com.au - Australia
Career Service for PhDs

• One to one advice
  - career planning and job search
  - CVs, cover letters, application forms
  - research statements & proposals
  - interviews & presentations (including practice)
  - Web-based and paper resources (see also Postdoc web pages)

• Careers briefings

• Free access for life
www.careers.cam.ac.uk Academic Careers

Key resources >> Careers Sectors A-Z >> Academic Careers

• Planning an academic career: downloadable guide
• Developing your employability during your PhD in Cambridge: downloadable guide
• Careers Service postdoc website: more detailed information and advice on academic careers
• The Professor Is In: US blog giving advice on job hunting as a graduate student
• Academic careers in different countries
www.careers.cam.ac.uk Academic Careers

Plus:

• Talks on: CVs & Application Letters; Research Statements & Proposals; Interviews, Presentations & Job Talks
• One to one career advice appointments
• One to one review of application materials
• One to one interview practice, including feedback on presentations
• Access to Careers Service for free for life
www.careers.cam.ac.uk  Postdoc section