Working in the UK: International PhDs

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What we will cover

- Things to be aware of regardless of visa status
- UK employment market
- Employment outside the UK
- 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
UK EMPLOYMENT MARKET
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)
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
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 and are uninformed/misinformed about Tier 4 to Tier 2 switching & DES

- Think Tanks
- Charity sector
- Social enterprises
- Arts & Heritage
- Media
- Law (outside of the commercial firms and chambers)
BEING COMPETITIVE IN THE UK JOB MARKET

CAREERS SERVICE
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
Being a competitive applicant in the UK job market outside of academia

**EVIDENCE** that:

- You **understand** what the job is and what is required to do it
- You **have** what is required to do the job (what you have done, and how you have done it, and the result/impact/contribution of your actions)
- You **want** to do the job
- You will **fit** into the organisational culture
- You have a **compatible** career motivation

In summary: evidence that you possess the right skills, experience, attributes and behaviours (competencies) & motivations
Particularly important if you will require sponsorship

- **Don’t** make your first Q “do you sponsor Tier 2 visas?”, or “do you recruit international graduates?”, or “do you recruit PhDs?”
- **Do** highlight any relevant in demand/scarce skills
- **Do** have convincing answers to career motivation questions
  - evidence of extracurricular involvement outside your own culture;
  - evidence of personal involvement within the UK;
  - awareness of recruiter’s talent strategy (e.g. growth and development outside the UK, skills shortages in the UK, developing future leaders for the UK, or for the global business)
- **Don’t** underestimate the importance of making personal connections during recruitment (cultural fit: passing the taxi or airport test)
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
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?
- Anticipate recruiters questions/concerns and be ready to address these positively
- 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
- Be *wary* of holding out for your *perfect* job, and remember applying isn’t accepting
HELP FROM THE CAREERS SERVICE
Access to Careers Service help

- Website 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
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
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

Search the database  
Join the network  
Update your profile

I am an alum and want to help by providing feedback on my experiences and career but prefer not to be contacted as a GradLink
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"
- 2.2 or 2:2 will find all jobs that refer to 2.2, 2:2, 2:1S and 2:1i

and/or type of work:
- Accountancy & finance [268]
- Advertising, marketing & PR [198]
- Arts, heritage & libraries [59]
- Banking & investment [287]
- Charities & social enterprise [59]
- Consultancy [275]
- Data science & analytics [176]
- Education [76]
- Engineering, chemical [54]
- Engineering, civil/structural [48]
- Engineering, electrical/electronic [193]
- Engineering, mechanical/manufacturing [109]
- Environment [41]

- Health & social care [81]
- Human resources [56]
- Human rights [26]
- International development [47]
- IT [423]
- Legal [53]
- Management general [148]
- Media [48]
- Other [37]
- Policy & politics [76]
- Postgraduate study [12]
- Procurement & purchasing [22]
- Property [17]
- Public sector [64]
- Publishing [32]
- Research for PhDs, arts/humanities [5]
- Research for PhDs, science/engineering [20]
- Research for PhDs, social science [9]
- Retail [35]
- Science, hands off [66]
- Science, life [92]
- Science, physical & mathematics [183]
- Start-ups [119]
- Supply chain & logistics [44]
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 fainthearted, 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.
Any Questions?
Development opportunities without intermitting

- Student/researcher consultancy projects
- Work experience, shadowing
- Volunteering
- Public engagement
- Paid work within 10 hour rule
- DTPs, CRASSH, Schools, Dept. activities
- Researcher Development (RPD)
- Supervising, lecturing, TAP
- Conferences, seminars, committees

Building experience beyond your PhD