

How to find adverts for jobs for PhDs outside academia

PhD entry-level programmes

There are a few PhD entry programmes which recruit on an annual basis. These include some (but not all):

- management consultancies - eg:
 - McKinsey (<https://www.mckinsey.com/careers/students> - see Advanced Professional Degrees)
 - Boston Consulting Group (www.bcg.com/careers/path/consulting/advanced-degree.aspx)
- major industrial research organisations - eg:
 - GSK (www.gsk.com/en-gb/careers/postgraduate-opportunities)
 - BP (www.bp.com/en/global/bp-careers/professionals/career-areas/future-leaders-programme.html)
 - Microsoft Research (www.microsoft.com/en-us/research/careers)
 - Astra Zeneca (<https://careers.astrazeneca.com/students/programmes/post-doctoral-programmes>)
- banks and others working in quantitative finance - eg:
 - Bank of England (www.bankofenglandearlycareers.co.uk/our-programmes/phd-and-experienced-researchers)
 - investment banks such as JP Morgan (<https://careers.jpmorgan.com/careers/global/en/programs>)

These programmes are normally advertised once a year and are fiercely contested. As long as you have excellent evidence of your achievements both academic and non-academic, it's worth considering these programmes.

Jobs sites with a special interest in PhDs

Job sites where non-academic posts requiring a PhD are often advertised include:

- jobs.ac.uk (www.jobs.ac.uk) – although this is the prime UK site for academic jobs, they also advertise jobs outside academia. You can see the non-academic employers currently advertising at their “Browse employers by type” page (www.jobs.ac.uk/employers/browse/type)
 - ecm (www.ecmselection.co.uk/graduate-phd-jobs) – Cambridge-based high tech recruitment consultants
 - Findapostdoc.com (www.findapostdoc.com) – UK-based jobs board, mix of academic & non-academic posts
 - Quantfinancejobs.com (www.quantfinancejobs.com) – an international jobs board for quantitative finance, with lots of PhD entry positions (use keyword search for PhD)
 - ResearchGate (www.researchgate.net/jobs) – jobs board for a scientific researcher community site (they encourage you to sign up to their network, but you don't need to do that to access their jobs ads)
 - Mendeley Careers (www.mendeley.com/careers) – another jobs board for a scientific researcher community.
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Targeted job searches

Targeted searches of jobs sites, especially those which do a combined search of online ads from agencies, jobs boards and jobs pages on employers' own websites, can give you an idea not only of current jobs, but also which organisations might recruit PhDs in your discipline for future roles. Examples include

- Careerjet (www.careerjet.co.uk)
- Indeed (www.indeed.co.uk)

As an illustration, a targeted search in Careerjet in March 2018, with 'PhD, economics' in the keyword search, with the location 'UK', showed online adverts for research associates and lecturers, health economists, management consultants and quantitative finance roles.

However, for less vocational disciplines, such as history, this approach may result in finding only academic posts.

Experienced hire jobs

A job advert may not ask for a PhD, but that doesn't mean you can't apply. If you can argue that you have the skills and knowledge required for a job, it's probably worth a try. If you have professional work experience gained before or during a PhD, you should definitely be looking at experienced hire jobs.

An advert is often an idealised shopping list.

If the recruiter receives applications from candidates with the ideal experience, skills, knowledge and qualifications, you may struggle if you don't have experience. However, you may not satisfy all of the criteria but could still be seen as the best choice - greater potential, less experience = less expensive, or they might just like you!

The Careers Service "which career" pages (www.manchester.ac.uk/careers/whichcareer) are a good starting point for suitable job sites.

Graduate jobs - the UK job market for graduates

You may feel you've gone beyond new graduate jobs, but if you are not directly using the content of your PhD, UK employers may see you as a career changer, with no more work experience than a new graduate – galling as that may be. In particular, if you have no relevant experience, you may well be paid the same as other first degree graduates, at least initially.

Reasons to consider graduate jobs

- **“Graduate training schemes” are not always filled by new graduates**
Those with large employers are generally prestigious, competitive roles, and often the quickest route into a fast-track career. Graduates who are successful in getting on to these schemes sometimes have experience in one or even two jobs before gaining entry to these programmes. Therefore you may not be much older (and possibly be less experienced) than other successful candidates.
- **You may not stay as a 'new graduate' for very long**
It is not unusual to hear of PhDs who enter graduate schemes who progress much more quickly than other graduates, once the employer realises what you are capable of achieving. However, it is critical to demonstrate at interview that you don't think you are 'above' any other graduates recruited at the same time.
- **This may be the only realistic way of entering your chosen profession or employer without experience**
Many big name recruiters only have one professional entry point for those without experience, even if they are happy to recruit PhDs. This includes some major consultancies such as Accenture, the UK Civil Service Fast Stream (NB. Scientific Stream demands a postgraduate degree), the NHS Scientist Training Programme and more

When and where are graduate jobs advertised?

- Big employer graduate “schemes” often recruit once a year, in the early autumn for entry the following autumn. If you miss their early deadlines you may have to wait for another year.
 - Jobs with smaller employers, or one-off graduate jobs with any employer can occur at any time of year, although there is generally a peak in May and June (for a start date in summer/early autumn).
 - Graduate job sites include CareersLink (www.manchester.ac.uk/careerslink – for University of Manchester students only). Also see our GraduateJobSearch – targeted graduate searches from a wide range of open access jobs boards and sites - www.manchester.ac.uk/grad-jobsearch
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For more information on finding jobs for PhDs and much more, visit the University of Manchester Careers Service postgraduate website:

www.manchester.ac.uk/careers/pg