Welcome to Warwick
An Employers Guide
Why choose Warwick?

The University of Warwick is one of the UK’s leading universities with an acknowledged reputation for excellence in research and teaching, innovation and links with business and industry. The University was founded in 1965 and is consistently ranked in the top ten UK universities and is ranked as one of the world’s top 50 universities. Located in the centre of England, Warwick attracts the highest calibre students from across the UK and abroad.

Warwick has a student population of over 23,000, of which almost 60% are undergraduates. As a result of our global reputation, nearly one third of the student population is international. Warwick attracts the most able students from over 142 countries – a major proportion of which are from the UK’s largest commercial partners including China, India, Malaysia, Nigeria and Russia, as well as the USA, EU and Middle East.

Warwick is made up of four faculties: Arts, Science, Medicine, and Social Sciences, with over 30 different departments. A flexible and versatile curriculum allows students to be generalists or specialists within their chosen discipline.

We prepare our students for industry by equipping them with the skills and qualities that employers need: leadership, commercial awareness, adaptability, networking, communication and problem solving.

These skills are enriched and nurtured through:

» High quality academic teaching and learning
» The support of Warwick’s Student Careers and Skills department
» The importance Warwick places on work experience as a significant factor in students’ employability
» Wide ranging extracurricular activities including more than 200 student societies
» Our Warwick Volunteers programme

Warwick produces highly employable graduates who are equipped to deal with the most challenging of environments.

Warwick was ranked 1st as the most targeted university in the UK by Britain’s top graduate employers in the High Fliers Research 2013 and is consistently placed within the top ten year on year.

"The University of Warwick is one of the best universities in the UK and a real global player. Companies that engage with the University form a lexicon of global players, and Warwick is clearly on the road to becoming a global institution. Warwick is unique in its approach to business and the public sector. It is an entrepreneurial university that demonstrates real excellence in areas of interest to businessmen and academics.”

John Edwards, Former Chief Executive of Advantage West Midlands
Recruiting at Warwick – How we can help

Student Careers and Skills
We offer an integrated service providing everything students need to develop their skills and plan for the future.

Skills development opportunities cover academic, personal and career management skills and there are tailored programmes for undergraduate, Masters and PhD students.

We work proactively with employers, external organisations and academic departments to provide resources and opportunities for work experience and graduate employment.

Other innovative approaches include:
» our online development tool
» the Warwick Advantage Award
» Warwick Volunteers – our active volunteering programme
» myAdvantage – our online portal for students, graduates and employers

Employer Connect
As part of Student Careers and Skills, Employer Connect works closely with colleagues to help deliver an effective, personal approach to your recruitment needs. We offer a portfolio of tried and tested services which enable you to raise your organisation’s profile, communicate your opportunities effectively to students, and facilitate a strong and successful relationship with Warwick students.

Employer Connect is the principal point of contact for employers looking to engage with Warwick students. We work with over 3,000 organisations large and small, international and local. We encourage you to work closely with us so that we can then recommend the most appropriate services for your organisation. Our judgements are informed by regular feedback from students, internal departments and recruiters. We know and understand what works best on campus including the intricate factors that make a successful campaign. Through understanding your business, we are able to offer you an individual service, which will optimise your success at Warwick. Whether you are looking to recruit for a high volume, long term graduate scheme or a student for a work experience position, we can offer you a variety of recruitment options to suit your needs.

Placement Learning
Warwick views work experience as a significant factor in a student’s employability and encourages students to undertake placements, internships or short term work experience projects from an early stage. We support this learning for students and employers with a dedicated Placement Learning team. This team is also part of Student Careers and Skills and works closely with Employer Connect.

By offering placements, internships or work experience you can benefit from the skills, competencies and specialist knowledge Warwick students offer. Importantly, this also offers you a valuable opportunity to assess a student’s long term employment potential, enabling you to spot talent and recruit effectively within your business.

The Placement Learning team offers a number of funded internship schemes and student bursary placements across the academic year. These programmes will vary, depending on external funding and support available.

“Warwick attracts a diverse pool of students and is attractive for us as a graduate employer for both our UK and international opportunities. Warwick students tend to be very well rounded with a wide range of interests outside of their academic studies which is very important to Citi when it comes to hiring for our graduate programmes.” Emma Britton, Campus Relationship Manager, Citi
Services guide

Employer Connect offer a portfolio of services which enable you to raise your organisation’s profile, communicate your opportunities effectively to students, and facilitate a strong and successful relationship with Warwick students.

We encourage you to work closely with us so that we may learn about and understand your business. We can then confidently suggest the most appropriate services, ensuring a reliable and successful experience.

myAdvantage

Our online careers portal – myAdvantage – provides a communication link between students, employers and the Employer Connect team.

All students at Warwick have access to myAdvantage and regularly use it to view company profiles, search vacancies, book careers events and guidance appointments, and browse our careers resources. In addition to current students, Warwick graduates have access to myAdvantage for three years after graduation.

Creating an account is the first step to a successful recruitment campaign here at Warwick.

Through myAdvantage you will be able to:

» Join our directory of employers searchable by all Warwick students
» Maintain your contact details and company information
» Add and manage your vacancies
» View detailed information and book additional recruitment services

There is no charge for registration or posting vacancies and registering your organisation on myAdvantage only takes a few minutes. To register please visit: myadvantage.warwick.ac.uk/employers

Advertising services

Advertising is the foundation on which to build your organisation’s profile here at Warwick, to help you reach the student and graduate talent you require. We offer a range of advertising services to ensure that your recruitment campaign meets your needs.

Online vacancy advertising

All Warwick students have access to opportunities posted within myAdvantage and will receive a weekly newsletter informing them of new jobs matching their chosen criteria.

You may advertise by adding opportunities to myAdvantage directly, and these can include:

» Graduate vacancies and schemes
» Internships and work experience opportunities
» 12 month placements
» Short term placement opportunities
» Work shadowing
» External events
» Competitions and open days
» Volunteering opportunities
» Opportunities to secure funding and scholarships

Targeted email services

Target students by course, faculty, year or nationality. Use your email to promote your vacancies, presentations and other recruitment activities, both on and off campus.

Web banner advertising

Web banners are displayed throughout the myAdvantage web pages to target students studying in specific departments; they are an excellent way to increase your online profile.

Sponsorship

Sponsorship is a great way of raising your organisation’s profile and ensuring your name is visible to students throughout the academic year. We have a wide variety of activities and events that offer sponsorship opportunities ranging from our high profile careers fairs to niche departmental endorsements.
**Event services**

Employer Connect offer a wide range of events across the academic year that will provide you with the opportunity to meet with Warwick students and graduates face to face to effectively promote your organisation, employees and culture.

Events vary in size and scope to answer differing employer and student needs.

**Careers fairs**

We organise careers fairs throughout the academic year tailored to suit different employer and student needs. See overleaf for more information.

**Employer presentations**

If your company’s name is relatively well known by students, and the timing is right, this service is very effective. Employer presentations offer an ideal opportunity to raise your profile and showcase your organisation. These may be delivered in your chosen format to suit your business needs. Employer presentations traditionally take place within the Autumn term.

**Skills sessions**

Skills sessions offer employers the opportunity to become actively involved in the development and learning of students here at Warwick and to help mould their career aspirations and skills at an early stage. The programme focuses on the skills that students need throughout the recruitment process and also helps to build the broader skills they may require as graduates.

**Sector events**

These events bridge the gap between students and occupations that are not always strongly represented on campus. The atmosphere is informal and the focus is on providing information with speakers talking to students about their personal experiences and careers to date.

**Interview and meeting rooms**

A selection of rooms are available on campus for interview or assessment centre purposes.

Many employers use our on-campus meeting rooms either for follow up meetings after a careers event or for interviews to take advantage of the momentum gained at an event. Rooms are available throughout the year and may be booked on a daily basis.

**Virtual services**

Unable to visit Warwick? Interact with students face to face without leaving the office.

Our virtual services include the delivery of webinars and online presentations, as well as telephone and video conferencing all of which can be arranged to suit your needs, whether you want to speak to a single student or a larger group.

"Our organisation has continued to come back year after year to present at Warwick University. The presentation facilities are always excellent and the quality of students who have attended our presentations in the past has been extremely high. We have found Warwick students to be extremely keen and enthusiastic with many already possessing a good understanding of our programme."

Jonathan Lapinskas, Graduate Recruitment
Japan Exchange and Teaching (JET) Programme
Careers fairs
Careers fairs are the highest profile recruitment events on campus and offer the ideal setting for you to showcase your opportunities. They consistently attract large numbers of talented students and offer you both maximum exposure and selective targeting. They provide students from all disciplines with the chance to meet a variety of organisations offering graduate employment opportunities, internships and work experience placements.

» Autumn Careers fair
This fair launches the new season of employer events with graduate and placement opportunities from some of the highest profile graduate recruiters.

» City & Finance fair
This fair focuses squarely on opportunities across banking, insurance, accountancy, actuarial and finance, a highly popular sector amongst Warwick students from all disciplines.

» Engineering & Technology fair
The Engineering and Technology fair offers a sector specific event to showcase your graduate vacancies, internships and work experience positions which emphasise a science, engineering or related degree.

» Law fair
The Law fair targets both law and non-law students with the majority of firms welcoming applications from students within every subject.

» Summer Careers fair
This fair features employers from a range of sectors offering exciting graduate and work experience roles. It is placed during the early part of the Summer term to attract finalists seeking their first graduate role as well as those earlier in their studies who are considering their options.

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The Employer Connect team have contributed immensely to the success of our campus and office based activities and we regularly keep in touch to discuss our strategy on campus. From the support provided when booking events and promoting these, through to building relationships with key academic departments to assist our targeted recruitment activity, the team at Warwick continue to provide the highest levels of service to their clients and is a pleasure to work with.” Alice Brown, Graduate Recruitment, Deloitte
Recruiters’ Club

Become a partner – join our Recruiters’ Club

The Recruiters’ Club is a group of partner employers who work closely with Warwick and our students on a long term basis to help fulfil their recruitment needs. This service creates dialogue between the careers service and recruiters about graduate recruitment trends and the ongoing development of an effective recruitment campaign here at Warwick.

Your feedback and involvement through the Recruiters’ Club helps to achieve an increase in the success of our students and graduates within the recruitment process. We offer two levels of membership – Gold and Platinum.

**Gold membership**
This package is suited to employers seeking to increase their profile here at Warwick to attract students and who wish to have priority access to a wide range of services in the most cost effective way.

**Platinum membership**
Employers who wish to secure a competitive edge on campus and elevate their profile to the highest level will enjoy the benefits of the Platinum membership.

**Recruiters’ Club bundles**
In addition to the benefits available in each membership package, Recruiters’ Club members have exclusive access to service bundles that will offer considerable cost savings in key service areas. Additional use of these bundles helps to ensure maximum student reach and return on your investment.

For details of both membership packages please contact the Employer Connect team directly to discuss your needs.
Stand out from the crowd

Competition amongst employers to recruit the best talent is fierce. How you decide to market your company and its opportunities to students will depend on the methods you choose to promote yourself. Raising your profile on campus is key to your success.
Raising your profile

We cannot overstate the importance of a long term commitment to building your employer profile with Warwick. The most successful graduate recruiters have developed their image and employer brand over many years.

Experience shows that the most significant factor for a successful campaign is clarity. We encourage all recruiters to focus on defining precisely what they want their employer brand to mean to students and the important messages they want communicated.

There is tremendous value in adopting a mix of approaches tailored to your own circumstances. According to your requirements and budget, we can advise on an appropriate strategy to help you raise your profile and target the right students, year groups and departments.

Broader initiatives

We can connect you with academic departments, over 200 Student Union societies, Warwick Volunteers and other university initiatives and schemes including our prestigious Warwick Advantage Award to help you develop a distinctive campus presence.

Working with academic departments

The University is vast and often a very confusing landscape to navigate for organisations seeking to connect with different departments. To help you reach the correct people, our Careers Consultants and Placement Learning team are assigned to specific departments to ensure communication is effective for all. This assists you as an organisation to work effectively with busy academics and departmental staff. Opportunities for engagement may include provision of guest lectures, sponsorship of prizes for academic performance, resources or even judging and providing feedback on student presentation and research.

If you would like to know more about working at departmental level, or would like to initiate contact of this nature, please contact Employer Connect in the first instance and we will make the appropriate introductions.

Student Societies

There are over 200 student societies active on campus offering a wide variety of extracurricular activities. These range from academic based societies to those involved in sports, social or business and volunteer based work. The skills that students develop through activities of this nature are highly transferable. Engagement with students through this channel is highly complementary to your recruitment campaign here at Warwick. The range of societies you are able to work with may help you tap into a more diverse student group and reach further into our student body to raise your profile. Employer Connect can assist you in making contact and ensuring your campaign is joined up effectively.

Warwick Advantage

The Warwick Advantage Award enables students to achieve University recognition and reward for the time, dedication and effort that they put into extracurricular activities. These include participation in societies, sports clubs, campaigns, committees, volunteering, events, work experience and research projects. Students are required to reflect on their personal learning, its impact, and the skills they have developed. This prestigious award has been endorsed by the Vice Chancellor and is supported by employers.

Alumni

Throughout your student marketing and recruitment process we would encourage you to involve recent graduates, experienced hires and your Warwick alumni. Students appreciate the chance to talk to a range of professionals that can offer a wider and in-depth perspective in addition to the HR advice that they generally receive. They particularly value hearing from those who have attended Warwick and can relate to their personal experience.
I wanted to give children the opportunity to learn a new sport and get active. I also thought that volunteering would be a great break from my studies and campus life. Coaching the children has been one of my most rewarding experiences at University. At the start of the project most of the children had been unable to catch or throw a ball so it was great to watch them develop and progress using the skills we had taught them. The project has given me a great opportunity to share my skills with the local community and I was able to talk about my volunteering experiences in my interview for a Masters course, as I felt it showed that I was a rounded individual with interests outside my degree. Being involved in this project was not only rewarding, but also a lot of fun!

Jo Whalley, Ladies Netball, English Literature and Creative Writing
At PwC we've recruited a number of students from the University of Warwick. These students come from a wide variety of degree backgrounds and demonstrate key skills and competencies that PwC look for. As a major employer of graduate trainees, PwC recognise the important role played by the Employer Connect team in producing high-calibre, motivated individuals, who are ready to enter the world of financial services."

Roz Lawrence, Campus Engagement Manager, PwC
Contact details

Employer Connect
Student Careers & Skills

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