

# Discrimination & Pretence of Graduate-only Jobs

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## 1 - Foreword by Andy Crysell – Business Founder & Social Mobility Charity Trustee

*"This report keenly demonstrates the unfairness that is inherent in job recruitment in the UK, with degree level qualifications labelled as mandatory in so many job adverts where it needn't be the case. The report also capably outlines the harm this is creating - for young people, in particular.*

*From my personal perspective, and what my own campaigning has focused on, the primary concern here is around social mobility. The data is collected in different ways in each UK nation but all of it points to the fact that access to university education is still stacked in favour of those from more privileged backgrounds (worse again by the time we get to 'elite' and Russell Group institutions). The impact comes at all points from not being able to afford to go, to having no one in the family to confidently follow in the footsteps of.*

*But it isn't just about social class - which, lest we forget, is not a protected characteristic in UK law. University often doesn't suit those who are neurodivergent. Perhaps mental or physical health issues created a barrier to attending one. Maybe they had caregiver responsibilities that kept them at home. Harsh, surely, for businesses to refuse to even talk to these people, and to hear what they may have to offer.*

*I often wonder what motivates these hiring policies by businesses that, elsewhere, make so much noise about how vital it is to embrace different perspectives and make space for all. Is it indeed actual policy, some kind of pig-headed belief that education should present an insurmountable divide between those who can and cannot be considered for a role? Or is it lazy HR, job specs written on auto-pilot, just because that's the way they've always been done - then handed over to digital filtering systems that ruthlessly bin applications from anyone who doesn't have a degree?*

*On a personal note, I write this as someone who left school at 16 and went on to launch, grow and then sell a strategy agency that had 110 staff and worked for the likes of Apple, Nike, Netflix and IKEA. If I hadn't started my own business, however, I would have found it very hard to secure a way into this sector, as almost all roles - entry level and upwards - set a blanket expectation of a degree level education. This is an absurd state of affairs and one that urgently needs addressing."*

Andy Crysell

*Business founder, non-executive director, social mobility charity trustee and author*

## 2- Introduction

There has been a significant rise in the number of school leavers now entering Higher Education. By some measures participation has risen to around 50% from 25% only a generation ago. There is extensive reporting across the media that this is causing significant problems in the graduate jobs market, and that this increased number of graduates are struggling to find suitable genuine graduate jobs, and that many supposed entry-level 'graduate' jobs are being offered at minimum wage or barely above.

It is reasonable to consider that the number of genuine graduate jobs in the economy is finite, so if we raise the number of graduates being produced then it follows that we are likely to create a surplus of graduates who can't find a genuine graduate job (though some would counter-argue that by producing ever more graduates, then you can stimulate the economy and that the number of genuine graduate jobs will also rise, but the existence & strength of this effect is contested). This research looks specifically into the phenomenon that the jobs market may have reacted by mopping up the surplus of graduates by dubiously defining more roles as being graduate only roles.

The report is broken down into two main categories of jobs: -

i/ **Entry Level Jobs - No work experience required** - Aimed at people getting their first job in any given sector

ii/ **Senior Roles - Work experience required** - Where the candidate requires significant proven work experience

The report considers whether jobs being advertised as graduate only is always valid or necessary and whether it could be considered discriminatory against non-graduates.

### 3 - Scope of Research / Discussion Paper

The report concentrates on non-manual clerical, management & office-based jobs found randomly advertised on mainstream job advert sites.

Work that is predominantly manual is excluded from this survey. And there are a further three specific areas **not included** in the survey : -

i / Jobs traditionally known as '**Professional Jobs**' such as Doctors, Engineers, Lawyers, Accountants, Chartered Surveyors, Teachers. Though some of these jobs now have non-graduate pathways, the vast majority will still be drawn from graduates. For some professions, any degree subject will be fine, but others need a related degree or a one-year degree conversion course to be completed on top of a non-related degree. Though a degree has long been a requirement in these professions, there could be a counter-argument that questions whether it is strictly necessary to have completed a degree to perform the role in all cases and that a candidate's necessary innate academic ability could be demonstrated by A-Level results as opposed to a degree; but this debate is not further explored in this report.

ii/ Govt jobs where the training is now by way of degrees, whereas previously the training was not at University e.g. **Nurses, Paramedics, Police**.

There could be a debate that training for these jobs could revert to involving specific training and education at specialist colleges organised by the relevant employer and that is doesn't need to be called a degree in order for it to be considered of a sufficiently high standard. And if the employer / the Govt paid for the training up front (as before) though it would be costly, then this would avoid the student loans for the candidates and also the later Govt loan write-offs for the tax payer.

iii / **Degree Apprenticeships** are not included as these are a hybrid between work and university, with the crucial difference being that the students themselves are not paying for the degree.

## 4 – Definitions of Graduate Jobs - Genuine and Pretend

There is no accepted definition of a genuine graduate job. This research explores the growing number of jobs that are dubiously advertised as graduate jobs. It will never be an exact science to decide where the line can be drawn between a genuine and a pretend graduate job as though most will be obvious either way, opinions will inevitably differ with regards to certain jobs.

### Genuine Graduate Job

For the purpose of this report, it is defined as a job for which it is essential to have spent an extra 3 or 4 years in studying for a degree in order to be able to perform the job. So it is the actual process of study that is essential, which is not the same as a job where a degree is merely an arbitrary requirement of entry.

### Pretend Graduate Job

A pretend graduate job is where there is no reasonable genuine need to have studied for a degree, but the job is still advertised as graduate only. These come in two categories :-

#### a/ Course-un-related Pretend Graduate Job

Where the employer just states that any degree subject is sufficient as the job is not related to any particular degree. But where the job doesn't particularly require 3 years of further academic study beyond A-levels so that requiring a degree can't be justified.

E.g. A job as a trainee Estate Agent may be advertised as graduate only with any degree subject allowed; yet most would argue that being an Estate Agent doesn't require three years more study at University and that the required customer negotiation skills are best learnt on-the-job as a trainee.

#### b/ Course-related Pretend Graduate Job

These are more difficult to distinguish as at face value, they create the illusion of being genuine. It is where the employer states that they require a related degree, as the job is in some way related to a particular degree (or category of degree subjects). But on closer inspection, given the nature of the actual role on offer, it could be reasonably argued that the more efficient and cheapest way (no student loan) of learning to perform the role is to start as a trainee and gain experience from working with colleagues combined with on-the-job targeted training.

**Example 1** - A trainee Asbestos surveyor job advert may stipulate a degree in Buildings Maintenance. But given that the role involves routine site inspections of a specific nature, it could better be learnt by simply attending sites and assisting to perform the job with experienced colleagues, along with some formal training

organised by the employer. This 'learn-on-the-job' training would still have to be done anyway, regardless of whether the applicant had a Building Maintenance degree or not. So it would be difficult to justify that an Asbestos Surveyor would need to have spent a whole three years studying general Buildings Maintenance and getting into £50k of debt.

**Example 2** – A Marketing graduate may apply for a graduate only marketing assistant role, that involves basic social media post creation and input, general admin duties and relatively junior level interaction with the client. So though this role is related to the degree subject, it could easily be performed by a keen school leaver without a degree, who would gain an effective education in Marketing by performing the role as a trainee in a real work environment, and wouldn't genuinely have needed to gain a marketing degree as a pre-requisite to develop a career in marketing.

Extra layer of confusion - Graduate applicants can be content to go along with pretence of Pretend Graduate jobs

Notwithstanding the inherent falsity of pretend graduate jobs, there is an additional layer of confusion, in that a graduate applicant can be quite happy to go along with the pretence for their own self-esteem and CV purposes, rather than accept that as a graduate (who has paid an awful lot for their degree and no doubt studied hard to achieve it) that they are applying for a non-graduate job.

So employers can have a perverse incentive to advertise jobs as graduate only, even though they know full well that it is a pretend graduate job, because not only does it ensure that they receive applications from the graduate job-seekers who may be well suited to the role on offer; at the same time they make the graduates pleased to have found a 'graduate' job, even though it is a pretence. So it becomes a double sham for both employer and employee to 'pretend' that it is a genuine graduate role.

## 5 - Potential Societal Implications of the Proliferation of Pretend Graduate-only jobs

There is potentially a profoundly damaging effect to society of the proliferation of pretend graduate-only job adverts for a number of reasons : -

A – It is forcing far too many of our young adults to gain a degree and get into significant debt in order to even be considered for graduate jobs, even though they may well end up getting a pretend graduate job that they could have done easily without going to University.

B – It is placing too high a focus on academic achievements as the be-all-and-end-all in whether somebody will perform well in the workplace. There may be perfectly capable candidates who for whatever reason didn't go to university who are missing out on a job opportunity which is hindering social mobility for non-graduates ; and this exclusion could occur at any point in their careers at both the entry-level jobs stage and also senior roles requiring experience. The reasons for not attending university could be :-

i/ That the format of academic study doesn't suit them so they may not perform well in a mainstream academic environment, though they are perfectly able to do well in the job as they have the necessary other attributes such as ambition, relatable personality, sensibly-minded, good work-ethic etc.

ii/ That they simply preferred the idea of joining the workforce and gaining real work experience to continue their development and education as opposed to prolonging their formal classroom-based education at University and becoming indebted.

iii/ They didn't have the same opportunities due to their background so never got to the stage of even considering university.

C – That the supposed benefits to the employer of candidates having gained a degree are being over-played and can be bogus, and that often the reason why employers stipulate graduates only is based primarily on a conscious or unconscious societal prejudice against non-graduates. This is potentially forcing school-leavers to become graduates before entering the job market for fear of suffering discrimination as a non-graduate at any later point in their career.

## 6 – Legality issues of Graduate-only jobs. Discrimination & Payment of fee

Age is one of the protected characteristics of the Equality Act 2010.

i- Anybody younger than 21 won't be able to apply for the job (as most degrees take at least 3 years and are not started until you are 18). So a motivation for a job advert stipulating graduates only could be more borne out of a desire to avoid employing less mature 18-20-year-olds which is a form of indirect discrimination by Age.

ii - There is an implication in all formal Graduate Schemes & other entry-level type jobs that the employer is looking for somebody new, fresh and crucially young (say up to 25) to join their workforce. So by using the term Graduate in this way for entry-level jobs, then the employer is specifically discouraging applicants over 25, which is a form of indirect discrimination by Age

Over-arching duty of fairness in the recruitment process notwithstanding the Equality Act

See excerpt from ACAS website below:-

<https://www.acas.org.uk/recruitment/follow-discrimination-law>

*"It's up to employers how they recruit for their organisation. There are no set processes that are required by law. But employers must follow a fair process. There are other laws that apply throughout the whole recruitment process, including discrimination . . . . ."*

So there is a duty for an employer to follow a fair process regardless of any specific protected characteristic (such as Age as in the point above). E.g. If any job advert stipulates that it requires a graduate, then it has to be able to justify why a graduate is essential to demonstrate that it is being fair to non-graduates.

Given the potential for discrimination, this research has been sent to the Equality Advisory & Support Service (EASS) & ACAS in order for them to establish whether advertising for graduates-only in certain circumstances can be considered discriminatory against non-graduates; and is only allowable if the employer can specifically justify that spending an extra three years studying for whatever subject was essential to performing the job advertised.

Initial informal enquiries have been made to the EASS / ACAS as a part of this research, and so far they have indicated that they are inclined to think that employers are entitled to stipulate a certain level of education as a way of differentiating candidates and making selections. However, I think the issue is more complicated than they realise for the following two reasons : -

1 – If the role is a pretend graduate role, then the education criteria is bogus and as such the advert is unfair and discriminatory.

2 – By allowing employers to insist on a degree level education, then they are forcing candidates to pay the huge sum necessary to gain a degree (which is not the case with insisting on GCSE's and A-Levels which are fully funded by the general taxpayer). This creates a troubling dynamic, in that it shouldn't become compulsory to pay for a 'fee' simply to have a chance to be considered for the graduate-only roles in the admin/management/professional workplace (particularly if it is a pretend graduate job – so it was a waste anyway). It could be argued that paying a fee to the HE sector in this way is akin to paying a fee to either the employer or an agent for getting a job which is quite rightly against the law in the UK.

## **7 – Methodology of Research**

Five main job advert websites were chosen; Graduatejobs.com, Milkround, Reed, Indeed & Guardian jobs. A scan through the 100's of jobs advertised specifically for graduates-only was performed and 56 jobs were selected to be included in the survey. These were divided into two categories: -

**Appendix A** - Entry Level Jobs & Graduate schemes advertised for Graduates only – Job No's 1–39.

**Appendix B** - Senior Jobs requiring experience advertised for Graduates only (or highly desirable) – Job No.s 40-56.

An attempt was made to not overly duplicate job titles or employers, so many more jobs were skimmed through and read, but do not appear specifically in the Appendices.

For each of the 56 jobs selected, a letter was sent to the employer by either direct email or by completing a contact form explaining the reasons for the research and asking them to justify why they required a graduate for the role within 7 days – See letter sent in Appendix C. Only one reply has been received to date (Job No. 29 , and the employer has now changed the job advert to indicate more clearly that the job was open to non-graduates as well as graduates).

## 8 – Results Summary

### i/ Entry level Jobs & Graduate Schemes

Whilst a generation ago, it was common that typical entry level jobs required 5 GCSE's incl Math & English, and some required just Maths & English, results show that there are now a significant number of entry type jobs that require a degree as a pre-requisite. But this report finds clear evidence that most of these appear to be Pretend Graduate jobs (both course-related and course-unrelated – see Sect 4 – Definitions of Graduate jobs) such as trainee roles in Estate Agency, customer service, shop assistant, pest control, teaching assistant, marketing assistant etc. where it is generally accepted that you don't genuinely need to have spent three more years in education to perform these roles.

From reading the job descriptions it would appear they could be easily performed by non-graduates such as school leavers or people who have had a little work experience in other junior roles since leaving school.

The list of 39 picked out in Appendix A aren't necessarily all pretend graduate jobs, as you would need more evidence on some of them to decide either way (as I have attempted to do with my survey question – but replies have not been forthcoming). Below are some examples where the jobs strongly appear to be *prima facie* pretend graduate jobs. Though these are all perfectly good entry-level jobs, no doubt many with the usual prospects to progress into rewarding careers, it is very hard to understand why you would need to be a Graduate to perform the roles. And even if there is potential for the role to lead to management, then why couldn't this possibility be open to non-graduates?

**No.s1&2 – Enterprise.** Trainee Management Roles.

Customer facing roles involving booking in and out hire cars.

**No3 – Hollywood Bowl** – Graduate Manager.

Customer facing roles in the bowling alley centres.

**No6 – Buchanan Graduates (agent)** – Sales representative.

Junior sales role for a software company involving cold calling.

**No7 – Vivid Resourcing (agent)** – Trainee Recruitment Consultant.

**No12 – Milkround (website)** – Admin Assistant.

Previously this role may have been called a Secretary

**No13 – Milkround(website)** – Events & Admin Assistant.

Junior admin duties.

**No.s14,15&16 – Milkround (website)** – Social Media, marketing admin etc.

**No20 – Profeet** – Footwear Sales Technician.

Shop shoe sales, involving analysis of gait.

**No26 – Pest Control-** Pest control technician.

Site based pest-control.

**No27 – Stonegate-** Production Planner.

Admin role in packing plant helping to organise production.

**No.30&31 – Foxtons.** Estate Agent .

Trainee roles

**No 35 – GSA .**Sales Associate.

Shop floor customer assistant.

**No36 – Ultimate Products.** Customer Service.

Post sales admin role.

**No38 – Academics (agency).** Teaching Assistant

**No39 – Queen Elizabeth School.** Netball Assistant

ii / Some senior roles for Graduates only also require many years experience in a similar role.

Bias against non-graduates may or may not be specifically written into the job advert, as it may be conscious or unconscious. However trawling through hundreds of Senior / Manager type roles, it would appear that most of the roles are more concerned about experience in similar roles than HE qualifications (at least as far as the job advert specifically stipulates).

One example of an employer being open to non-graduates is below:-

<https://www.reed.co.uk/jobs/senior-software-engineer-java/55387545?source=searchResults&filter=%2Fjobs%2Fgraduate-senior-jobs%3Fpageno%3D2>

**“Senior Software Engineer Java – Holland & Barrett**

**Strong STEM degree from a leading university or professional experience that transcends formal education.”**

However, there does remain a significant minority that require that you must be a graduate even though they also specifically ask for say 5+ years of experience of performing a similar job. Others may not state exactly how many years, but the job description and job title assume that extensive experience is essential.

But if a candidate can demonstrate competency by having performed a similar job for a number of years, then *prima facie* it doesn't appear fair to exclude them just because they happen to be a non-graduate for whatever reason as this excludes anybody who has organically worked their way up in their career and proved their

ability without first getting a degree. All of the 19 jobs picked out in Appendix B possibly fall into this category (more evidence will be required to decide either way and a response to my survey would be helpful) and a few examples picked out below :-

**No48 – Date Engineering Manager.** 8 years experience required

**No51 –Head of Internal Control Strategy.** 15+ years of experience

**No52 – Senior Associate, Media Business.** 5+ years of experience

A mentality appears to have developed in society that you aren't a proper valid person in the workplace without getting a degree first, resulting in a general societal prejudice that exists against non-graduates. This can perhaps best be summed up in one phrase used in **Job No54** where it stipulates that the Manufacturing Director needs to be "of graduate calibre" – implying that by becoming a graduate you bestow upon yourself heightened status over the hoi polloi of non-graduates.

## 9 – Conclusion

The Mass HE system of around 50% HE participation is creating a level of supply of graduates each year that is mis-matched to the demand for genuine graduate jobs available in the economy.

The net result is the farcical situation that the same people (i.e. the averagely performing academic school leavers who 25 years ago wouldn't have gone to University) will still end up in careers performing the same sorts of roles, but the difference is that they have needlessly become graduates first and got themselves into significant life changing debt for life (and expose the taxpayer to the cost of the unpaid loans).

A growing factor in the graduate job market is the prevalence of pretend graduate roles and it has reached a bizarre situation where often graduates themselves are just relieved to get any job; and if it's called a graduate job, even though it's a pretend graduate job, then even better as the graduate themselves can choose to go along with the pretence for appearances sake.

Furthermore, there is evidence that later on in people's careers, non-graduates are being excluded from roles for which they are capable of performing (as demonstrated by their work experience), purely on the grounds that they are a non-graduate. As we create an ever-higher proportion of society to be graduates, this only serves to heighten snobbery against non-graduates which may last their whole career, where they are perceived as non-valid candidates in a workplace otherwise stuffed full of graduates at all levels; this has the precise opposite effect on social mobility that the expansion of Universities was supposed to produce.

The combination of the above factors is meaning that school leavers aren't being given sufficient trainee work opportunities at age 18 by employers, even though they have demonstrated their ambition and academic ability with their A-levels, as employers are choosing to leave off employing trainees until they are more mature at 21. As such, gaining a degree before going to work is becoming the default option and it is now a hugely expensive compulsory ticket of entry to the workplace in order to give themselves any chance to pursue a non-manual career job and also avoid the risk of snobbery in their future careers if they are non-graduates.

The EASS & ACAS should review this report fully and make it clear whether it falls into the category of indirect discriminatory by Age under the 2010 Equality Act against those outside of the age range 21-25 to advertise for Graduates-only when

there is no clear justification that a degree education is actually necessary for the job; and also whether it can be discriminatory solely due to the general unfairness of arbitrarily excluding non-graduates without genuine fair reason. If it is deemed to not be already discriminatory, then **the Govt should legislate to ban graduate-only jobs** except in suitably strict circumstances.

We can't go on with this charade when huge numbers of graduates end up doing the same jobs for the same pay that they would previously have done without a degree. It is no wonder then that the average Graduate Premium is falling and is now non-existent for marginal graduates outside of the higher levels of prior academic attainment. We are destroying far too many young people's finances by piling debt on to them for degrees that are not making them any better at the jobs they end up doing, or improving their pay prospects. **The Govt needs to drastically cut student numbers** to stop the bloated Mass HE system which is exploiting our young adults and damaging their lives and is all too often simply an exercise in pointlessly transferring money from them to the HE sector.

Appendix A - Entry Level Jobs & Graduate schemes advertised for Graduates only						
Ref No	Weblink	Employer	Agency	Contact form submitted	Job Title	Job description excerpts
1	<a href="https://www.graduate-jobs.com/job/enterprise-mobility-graduate-management-trainee-nationwide-246644">https://www.graduate-jobs.com/job/enterprise-mobility-graduate-management-trainee-nationwide-246644</a>	Enterprise	GraduateJobs.com	<a href="https://www.enterprisemobility.co.uk/en/careers/contact-us.html">https://www.enterprisemobility.co.uk/en/careers/contact-us.html</a>	Mobility Graduate Management Trainee	Through hands-on experience and excellent training, our Management Trainees can progress to Branch Manager in as little as two years. After a classroom-based orientation session, you'll be based in one of our branches, gaining hands-on experience of our operation and learning the many valuable skills you'll need to manage a business. Everything from sales, marketing and account management to coaching, mentoring and leadership skills.
2	<a href="https://uk.indeed.com/viewjob?jk=a8f2721b3ecac3&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=a8f2721b3ecac3&amp;from=shareddesktop_copy</a>	Enterprise	Indeed		Graduate Management Trainee	We will teach you how to effectively communicate, influence, and interact with all types of customers, vendors, and colleagues. You'll learn proper sales techniques, problem solving strategies and conflict management.
3	<a href="https://www.graduate-jobs.com/job/graduate-manager-programme-nationwide-246747">https://www.graduate-jobs.com/job/graduate-manager-programme-nationwide-246747</a>	Hollywood Bowl Group	GraduateJobs.com	<a href="https://careers.hollywoodbowlgroup.co.uk/contact">https://careers.hollywoodbowlgroup.co.uk/contact</a>	Graduate Manager Programme - Nationwide	Our Hospitality Graduate Scheme is designed to fast-track your development and set you on the path to leadership. Over the course of the programme, you'll rotate through key areas of our business — from front-of-house, lanes and bar to amusements and team leadership. You'll be mentored by industry professionals, gain hands-on experience, and build the skills needed to become a future hospitality leader.
4	<a href="https://www.graduate-jobs.com/job/graduate-human-resources-froneri-ice-cream-246729">https://www.graduate-jobs.com/job/graduate-human-resources-froneri-ice-cream-246729</a>	Froneri Ice Cream	GraduateJobs.com	<a href="https://www.froneri.com/en/contact-us/">https://www.froneri.com/en/contact-us/</a>	Graduate – Human Resources	As a Graduate Trainee, you will help the HR team with day-to-day HR tasks, such as managing admin work related to employees. This role is important and allows you to contribute directly to our organization.
5	<a href="https://www.graduate-jobs.com/job/graduate-project-manager-bae-systems-246557">https://www.graduate-jobs.com/job/graduate-project-manager-bae-systems-246557</a>	BAE Systems	GraduateJobs.com	<a href="https://www.baesystems.com/en-uk/contact">https://www.baesystems.com/en-uk/contact</a>	Graduate Project Manager	Take responsibility for ensuring that we deliver on our customer commitments at the right time, at the right cost and to the best possible quality. Your work will give you the breadth of experience to succeed and tasks could include controlling budgets and expenditure, covering the governance of change within projects, resourcing, fulfilling contractual requirements or interfacing with our customers
6	<a href="https://www.graduate-jobs.com/job/graduate-saas-sales-development-representative-245899">https://www.graduate-jobs.com/job/graduate-saas-sales-development-representative-245899</a>	Buchanan Graduates	GraduateJobs.com	<a href="mailto:graduates@wearebuchanan.com">graduates@wearebuchanan.com</a>	Graduate SaaS (Cloud based software) Sales Development Representative	Conduct outbound prospecting activities, including cold calling, email outreach, and social selling, to generate leads and qualify potential customers. Engage with prospects to understand their business challenges and needs, and position our client's SaaS solutions as a valuable solution. Collaborate with the sales team to develop and execute strategies for lead generation and pipeline development. Maintain accurate and up-to-date records of all prospect interactions and sales activities in the CRM system. Work closely with marketing to coordinate campaigns and initiatives aimed at driving awareness and interest in our client's SaaS offerings
7	<a href="https://www.graduate-jobs.com/job/trainee-recruitment-consultant-246736">https://www.graduate-jobs.com/job/trainee-recruitment-consultant-246736</a>	Vivid Resourcing	GraduateJobs.com	<a href="https://vividresourcing.com/contact/">https://vividresourcing.com/contact/</a>	Trainee Recruitment Consultant	Candidate Side: Source and screen candidates through various channels, ensuring alignment with client needs. Client Side: Build and maintain strong client relationships, understand hiring needs, and provide regular updates. Market Expertise: Learn industry trends and market conditions. Negotiation and Offer Management: Facilitate negotiations between clients and candidates to ensure all parties are happy. Administration and Compliance: Manage administrative tasks and documentation.
8	<a href="https://www.graduate-jobs.com/job/milwaukee-field-sales-marketing-executive-opportunities-summer-2025-north-east-246693">https://www.graduate-jobs.com/job/milwaukee-field-sales-marketing-executive-opportunities-summer-2025-north-east-246693</a>	Milwaukee	GraduateJobs.com	<a href="https://uk.milwaukeetool.eu/service/contact/">https://uk.milwaukeetool.eu/service/contact/</a>	Field Sales & Marketing Executive Opportunities	The learning potential is huge and you will be grasping exciting opportunities to build and foster customer relationships, grow sales, educate stakeholders, conduct hands-on demonstrations, deliver high-impact merchandising, support major events, exhibitions and conferences and develop positive brand awareness
9	<a href="https://www.graduate-jobs.com/job/data-consultant-no-relevant-degree-or-experience-required-246477">https://www.graduate-jobs.com/job/data-consultant-no-relevant-degree-or-experience-required-246477</a>	Kubrick Group	GraduateJobs.com	<a href="mailto:joinus@kubrickgroup.com">joinus@kubrickgroup.com</a>	Data Consultant	You'll spend the first 15 weeks learning from industry experts in our salaried training programme, which is designed to introduce you to the technical and business skills needed to stand out in data. Train alongside a supportive cohort and gain in-depth knowledge that sets you up for client success
10	<a href="https://www.graduate-jobs.com/job/sales-development-representative-238042">https://www.graduate-jobs.com/job/sales-development-representative-238042</a>	This is Prime	GraduateJobs.com	<a href="https://thisisprime.co.uk/contact-us">https://thisisprime.co.uk/contact-us</a>	Sales Development Representative	Lead generation and prospecting in global markets. Committed to building a global client base. Ability to grow existing client accounts. Building strong relationships/partnerships with c-suite stakeholders
11	<a href="https://www.graduate-jobs.com/job/product-marketing-and-consulting-analyst-pmca-chillimint-246843">https://www.graduate-jobs.com/job/product-marketing-and-consulting-analyst-pmca-chillimint-246843</a>	Chilli Mint	GraduateJobs.com	<a href="mailto:hello@chillimint.com">hello@chillimint.com</a>	Product Marketing and Consulting Analyst (PMCA)	Crafting product messaging and sales narratives that resonate. Writing scripts, social posts, decks, and promotional content. Translating complex propositions into clear, compelling stories
12	<a href="https://www.milkround.com/job/administrative-assistant-graduate/inspiring-interns-graduates-job105422096">https://www.milkround.com/job/administrative-assistant-graduate/inspiring-interns-graduates-job105422096</a>	Milkround		<a href="mailto:customerservices@milkround.com">customerservices@milkround.com</a>	Administrative Assistant - Graduate	Reporting to the CEO, the Executive Administrative Assistant will provide high-level administrative support to the CEO and other leadership team members. The ideal candidate has a passion for delivering high quality service and support to executives. You'll be proactive, responsive to the CEO's needs, and ready to step in and support the team when required, demonstrating a hands-on, can-do attitude using administrative best practices, reflecting your strong interpersonal, organizational, administrative, and communications skills

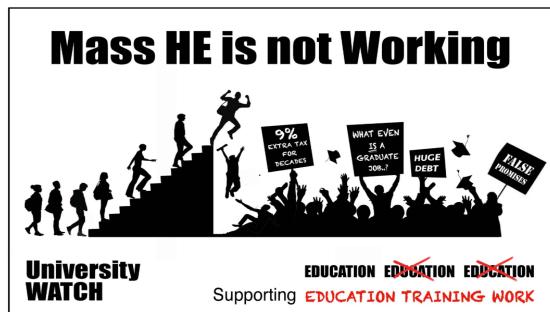
13	<a href="https://www.milkround.com/job/events-administrative-assistant-graduate/inspiring-interns-graduates-job105350838">https://www.milkround.com/job/events-administrative-assistant-graduate/inspiring-interns-graduates-job105350838</a>	Milkround	customerservices@milkround.com	Events & Administrative Assistant	Are you highly organised with strong administrative skills? As a member of our close-knit team, you will play a key role in supporting our dynamic events schedule and day-to-day business operations. In addition to general administrative responsibilities, this role offers scope to get involved in client-facing work — supporting our advertising clients through reporting, campaign tracking, and account liaison.	
14	<a href="https://www.milkround.com/job/marketing-executive-graduate/inspiring-interns-graduates-job105370177">https://www.milkround.com/job/marketing-executive-graduate/inspiring-interns-graduates-job105370177</a>	Milkround	customerservices@milkround.com	Marketing Executive - Graduate	You will be responsible for producing and optimising blog content for SEO, managing CRM campaigns to nurture leads and enhance customer retention, and contributing to the development of engaging pre-event communications. From on-site messaging to organic content strategy, your work will help strengthen our brand presence, improve search visibility, and ensure a seamless customer journey from discovery to event day.	
15	<a href="https://www.milkround.com/job/social-media-manager-graduate/inspiring-interns-graduates-job105370168">https://www.milkround.com/job/social-media-manager-graduate/inspiring-interns-graduates-job105370168</a>	Milkround	customerservices@milkround.com	Social Media Manager - Graduate	We're looking for someone who can envision and execute captivating social media campaigns that resonate with our audience and showcase the essence of live events.	
16	<a href="https://www.milkround.com/job/marketing-experience-graduate/inspiring-interns-graduates-job105370135">https://www.milkround.com/job/marketing-experience-graduate/inspiring-interns-graduates-job105370135</a>	Milkround	customerservices@milkround.com	Marketing Experience - Graduate	Plan and deliver integrated marketing campaigns across email, web, digital, and social. Support paid media activity, including PPC, remarketing, and programmatic display. Maintain marketing calendars and monitor campaign delivery. Content Creation & Copywriting	
17	<a href="https://www.milkround.com/job/graduate-laboratory-technician/nicholas-associates-job105284464">https://www.milkround.com/job/graduate-laboratory-technician/nicholas-associates-job105284464</a>	Milkround	customerservices@milkround.com	Graduate Laboratory Technician	Assist Laboratory Supervisor to ensure work meets health and safety requirements, is done on time and to required quality standards. Learn new work techniques, formulations, processes and train others. Maintain accurate records for stock control, QC testing and production monitoring purposes	
18	<a href="https://www.milkround.com/job/sports-marketing-sales-and-management-graduate/focus-job105253537">https://www.milkround.com/job/sports-marketing-sales-and-management-graduate/focus-job105253537</a>	Milkround	customerservices@milkround.com	Sports Marketing, Sales, and Management - Graduate	Over 6-9 months, you'll develop essential skills that form the foundation of long-term career growth, with the potential to take on leadership and management roles	
19	<a href="https://www.reed.co.uk/jobs/junior-compliance-analyst/55482868?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3Fdirect%3Dtrue">https://www.reed.co.uk/jobs/junior-compliance-analyst/55482868?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3Fdirect%3Dtrue</a>	Moneybox	Reed	support@moneyboxapp.com	Junior Compliance Analyst	Reviewing and approving customer-facing communications and financial promotions across a range of products and channels. Supporting the Customer Care team with high-risk and sensitive complaints, including those involving potentially vulnerable customers. Supporting delivery of compliance input into projects, product changes, and new customer journeys
20	<a href="https://www.reed.co.uk/jobs/footwear-sales-technician/55465521?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3Fdirect%3Dtrue%26pageno%3D7">https://www.reed.co.uk/jobs/footwear-sales-technician/55465521?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3Fdirect%3Dtrue%26pageno%3D7</a>	Profeet	Reed	info@profeet.co.uk	Footwear Sales Technician	Carrying out a professional biomechanical assessment using 2D video gait analysis, RunRight 3D and static and dynamic foot pressure scanning – dependant on appointment booking. Interpreting the analysis results accordingly to individuals running/walking pattern as well as accounting for any present or historic injuries/issues. When necessary, technician needs to be able to provide a fully custom insole set to increase performance and comfort proprioception. Designing, moulding and hand finishing (cutting, grinding) custom insoles while the customer waits. Recommending appropriate footwear based on the outcome of gait analysis and foot mechanics. Providing exercise and strengthening programs.
21	<a href="https://www.reed.co.uk/jobs/graduate-crude-oil-analyst-energy-aspects/55454865?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3Fdirect%3Dtrue%26pageno%3D7">https://www.reed.co.uk/jobs/graduate-crude-oil-analyst-energy-aspects/55454865?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3Fdirect%3Dtrue%26pageno%3D7</a>	Energy Aspects	Reed	contact@energyaspects.com	Graduate Crude Oil Analyst	Establishing a comprehensive network of relevant market experts and leveraging their knowledge to build a deeper understanding of the markets. Taking responsibility for improving and running the oil market balances and models, in coordination with the wider team. Assisting in the formulation of the EA view of the global oil markets.
22	<a href="https://www.reed.co.uk/jobs/graduate-leadership-programme/55453254?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3FsortBy%3DdisplayDate%26direct%3Dtrue%26pageno%3D30">https://www.reed.co.uk/jobs/graduate-leadership-programme/55453254?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3FsortBy%3DdisplayDate%26direct%3Dtrue%26pageno%3D30</a>	Radius	Reed	customerservices.ukf@radius.com	Graduate Leadership Programme	Our three-year programme offers successful candidates the chance to join a dynamic and highly successful private business, on a rotational graduate programme across a range of products and departments
23	<a href="https://www.prospects.ac.uk/employer-profiles/singapore-airlines-19770/jobs/management-trainee-2703585?sortBy=dp&amp;size=20&amp;page=0">https://www.prospects.ac.uk/employer-profiles/singapore-airlines-19770/jobs/management-trainee-2703585?sortBy=dp&amp;size=20&amp;page=0</a>	Singapore Airlines	Prospects	<a href="https://www.prospects.ac.uk/apply?id=2703585">https://www.prospects.ac.uk/apply?id=2703585</a>	Management Trainee	Join us as a Management Trainee and you will enjoy placements in Marketing, Sales, Airport Operations, HR and Finance, so it goes without saying you will experience the full range of our business. This is more than a placement, it's a role with responsibility and the potential for you to demonstrate your first-class skills in leadership, communication, resource management and judgement.
24	<a href="https://uk.indeed.com/viewjob?jk=0b358b74a1ddf2&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=0b358b74a1ddf2&amp;from=shareddesktop_copy</a>	Wernick Group Ltd	Indeed	enquiries@wernick.co.uk	Graduate Management Trainee	Graduate Training Programme offers an exceptional opportunity to gain comprehensive insight into the dynamic world of modular and portable buildings. As a Graduate Management Trainee, you will be trained across all business areas, gaining hands-on experience in our depots, field sales, drawing office, factory, estimating departments, and more
25	<a href="https://uk.indeed.com/viewjob?jk=9e94b9f0da61ef60&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=9e94b9f0da61ef60&amp;from=shareddesktop_copy</a>	Energia Group NI	Indeed	contact@energiagroup.com	Trading Graduate Programme 2025	Over the programme, you'll have multiple rotations across the different teams within Trading which will give you a unique exposure to understanding all aspects of what trading entails! You'll quickly become a subject matter expert on energy market fundamentals and with access to a vast amount of information and data, you'll focus on delivering value to the business from Day 1.
26	<a href="https://uk.indeed.com/viewjob?jk=a44f26789f26317e&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=a44f26789f26317e&amp;from=shareddesktop_copy</a>	Strada Environmental	Indeed	info@stradalt.co.uk	Contracts Manager Graduate	Attend pre-contract meetings and site visits. Carry out site re-measures. Create and issue quotations

27	<a href="https://uk.indeed.com/viewjob?jk=aa10a74a4002d23e&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=aa10a74a4002d23e&amp;from=shareddesktop_copy</a>	Stonegate Farmers	Indeed	enq@stonegate.co.uk	Production Planner (Entry Level)	Join our growing Packing Centre in Lacock as a Production Planner and play a key role in delivering fresh, high-quality products to customers across the UK. Reporting into the centres Operations Director, you'll help develop and maintain daily and weekly production schedules that balance customer demand, stock levels, and operational capacity. This is a hands-on planning role where you'll work closely with the manufacturing, supply chain, and commercial teams to ensure our packing lines run smoothly, efficiently, and with minimal waste.
28	<a href="https://uk.indeed.com/viewjob?jk=592c5cc2720ec686&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=592c5cc2720ec686&amp;from=shareddesktop_copy</a>	Pest Solutions	Indeed	info@pestsolutions.co.uk	Graduate Trainee - Pest Solutions Graduate Scheme	By joining our Graduate Scheme here at Pest Solutions, you will progress through our award-winning training framework as you follow the pathway toward graduating as a Level 4 BPCA Certificated Field Biologist. You will move through the following qualifications and bandings in the 3-year Pest Solutions Graduate Scheme:1. Trainee Graduate Service Technician
29	<a href="https://uk.indeed.com/viewjob?jk=9888f86e509897c&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=9888f86e509897c&amp;from=shareddesktop_copy</a>	Acorn Property Group	Indeed	https://www.acornpropertygroup.org/contact-us/	Assistant/Graduate Development Manager	Assist and guide on projects managed by others. Liaise with other members of the Acorn team to improve on management processes and structures. Identifying, briefing, approving, engaging and appointing suitable consultants in conjunction with the in-house Commercial, Design, Planning and Construction teams
30	<a href="https://uk.indeed.com/viewjob?jk=58fde30257218de52d&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=58fde30257218de52d&amp;from=shareddesktop_copy</a>	Foxtons	Indeed	WoodGreen@foxtons.co.uk	Graduate Estate Agent - Wood Green	Become a Foxtons Property Negotiator, and we'll teach you how to sell and let London property with the best. You will spend your days driving a company car, conducting viewings and selling the London dream
31	<a href="https://uk.indeed.com/viewjob?jk=fa6a5ae9dbb2efe2&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=fa6a5ae9dbb2efe2&amp;from=shareddesktop_copy</a>	Foxtons	Indeed	Chiswick@foxtons.co.uk	Graduate Account Executive	Build relationships with potential sellers and landlords to grow our local market share. Educate clients on the benefits of working with Foxtons and guide them through selecting the right agent. Offer expert advice on sales, lettings, New Homes & Investments, and finance. Use our database to create a pipeline of future business opportunities. Foster strong working relationships with our front office teams to ensure seamless collaboration
32	<a href="https://uk.indeed.com/viewjob?jk=ffae745ab2152ac8&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=ffae745ab2152ac8&amp;from=shareddesktop_copy</a>	Chappell outsourcing	Indeed	https://chappellenterprises.co.uk/contact	Graduate Office/Contract Support	Support the Contracts Manager and Site Supervisors with project coordination. Help produce and update work programmes and delivery schedules. Assist with arranging labour, tools, and materials for ongoing projects
33	<a href="https://uk.indeed.com/viewjob?jk=4537d5863a1d39ef&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=4537d5863a1d39ef&amp;from=shareddesktop_copy</a>	Pepper Dromore Ltd	Indeed	transport@pepperdromore.co.uk	Graduate Trainee - Road Haulage	Assist in the planning and coordination of transport operations. Gain hands-on experience with fleet management and scheduling. Monitor and ensure compliance with safety regulations, vehicle and driver compliance
34	<a href="https://uk.indeed.com/viewjob?jk=d5969cff1c532d0e&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=d5969cff1c532d0e&amp;from=shareddesktop_copy</a>	FEI Foods	Indeed	info@feifoods.co.uk	Operations & Supply Chain Graduate	Master health, safety, and food safety best practices. Get hands-on with production and people management. Drive new product launches and operational efficiency. Learn lean manufacturing and supply chain logistics. Work on real projects and build leadership skills
35	<a href="https://uk.indeed.com/viewjob?jk=79b68b2fdc549da2&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=79b68b2fdc549da2&amp;from=shareddesktop_copy</a>	GSA - US General Services Administration	Indeed		Graduate Sales Associate	Greet customers warmly and assist them with their inquiries, ensuring a positive shopping experience. Demonstrate product knowledge and provide recommendations based on customer needs. Engage in upselling techniques to maximise sales opportunities. Maintain an organised sales floor, ensuring products are well-displayed and stocked.
36	<a href="https://uk.indeed.com/viewjob?jk=10049ddde179ef7f&amp;from=shareddesktop_copy">https://uk.indeed.com/viewjob?jk=10049ddde179ef7f&amp;from=shareddesktop_copy</a>	Ultimate Products	Indeed	recruitment@upplc.com	Graduate Customer Services Advisor	By playing a major role in post-sale assistance, it is crucial to support the team by promptly addressing inquiries (via live chat, email and letter) and facilitating effective solutions. To accurately log all customer interactions on the databases, providing in-depth information to ensure trends and patterns are identifiable. Thoroughly investigate and effectively resolve customer complaints
37	<a href="https://jobs.theguardian.com/job/9695954/operations-assistant/">https://jobs.theguardian.com/job/9695954/operations-assistant/</a>	Martin Randall Travel	Guardian Jobs	info@martinrandall.co.uk	Operations Assistant	Booking hotels, transport (flights, trains, coaches), restaurants, visits. Collaborating with suppliers (ground handlers, museums, box offices, local guides, private homes, gardens, archaeological sites, churches, wine producers). Briefing the tour leaders; compiling their documents; giving feedback. Answering the phone to clients, helping with their queries, checking availability, taking bookings.
38	<a href="https://jobs.theguardian.com/job/9669641/graduate-teaching-assistant-/">https://jobs.theguardian.com/job/9669641/graduate-teaching-assistant-/</a>	Academics (Agency)	Guardian Jobs	enquiries@academicsltd.co.uk	Graduate Teaching Assistant	Support students in class, one-on-one, and in small groups to boost understanding and confidence. Assist teachers in lesson preparation, delivery, and classroom management
39	<a href="https://jobs.theguardian.com/job/9706033/graduate-assistant-netball/">https://jobs.theguardian.com/job/9706033/graduate-assistant-netball/</a>	Queen Elizabeths School	Guardian Jobs	office@queenelizabeths.com	Graduate Netball Assistant	The School wish to appoint, for September 2025, an outstanding, enthusiastic and committed university graduate whose principal duty will be to help coach and deliver the School Sports programme focusing on Netball

Appendix B - Senior Jobs requiring experience advertised for Graduates only (or highly desirable)						
Ref No	Weblink	Employer	Agency	Email address or Contact form submitted	Job Title	Job Requirement excerpts
40	<a href="https://www.reed.co.uk/jobs/missile-test-and-testability-expert/55291338?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-recruitment-jobs%3Fkeywords%3Drecruitment%26salaryFrom%3D60000%26excludeSalaryDescriptions%3D16%252C3%252C64">https://www.reed.co.uk/jobs/missile-test-and-testability-expert/55291338?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-recruitment-jobs%3Fkeywords%3Drecruitment%26salaryFrom%3D60000%26excludeSalaryDescriptions%3D16%252C3%252C64</a>	MBDA	Reed	<a href="mailto:resourcing@mbda-systems.com">resourcing@mbda-systems.com</a>	Missile Test and Testability Expert	Educated to degree level (or equivalent) with significant experience of electronic test at all stages of project lifecycle, including
41	<a href="https://www.reed.co.uk/jobs/environmental-compliance-manager/55054511?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-recruitment-jobs%3Fkeywords%3Drecruitment%26salaryFrom%3D60000%26excludeSalaryDescriptions%3D16%252C3%252C64">https://www.reed.co.uk/jobs/environmental-compliance-manager/55054511?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-recruitment-jobs%3Fkeywords%3Drecruitment%26salaryFrom%3D60000%26excludeSalaryDescriptions%3D16%252C3%252C64</a>	Muller	Reed	<a href="mailto:recruitment@muller.co.uk">recruitment@muller.co.uk</a>	Environmental Compliance Manager	Degree in Environmental Science, Engineering, or related field. Recognised environmental qualification (e.g., IEMA). Experience in environmental compliance, ideally in food or manufacturing
42	<a href="https://www.reed.co.uk/jobs/lead-pricing-analyst-strategic/54459845?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-recruitment-jobs%3Fkeywords%3Drecruitment%26salaryFrom%3D60000%26excludeSalaryDescriptions%3D16%252C3%252C64">https://www.reed.co.uk/jobs/lead-pricing-analyst-strategic/54459845?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-recruitment-jobs%3Fkeywords%3Drecruitment%26salaryFrom%3D60000%26excludeSalaryDescriptions%3D16%252C3%252C64</a>	Ageas	Reed	<a href="mailto:help@ageas.co.uk">help@ageas.co.uk</a> <a href="https://www.twrecruitment.com/contact-us">https://www.twrecruitment.com/contact-us</a>	Lead Pricing Analyst - Strategic	A good quantitative degree, e.g. in Statistics, Mathematics or Actuarial Science. Experience in a relevant role in a data-driven environment
43	<a href="https://www.reed.co.uk/jobs/school-business-manager/55393842?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-recruitment-jobs%3FsalaryFrom%3D40000%26excludeSalaryDescriptions%3D16%252C3%252C64">https://www.reed.co.uk/jobs/school-business-manager/55393842?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-recruitment-jobs%3FsalaryFrom%3D40000%26excludeSalaryDescriptions%3D16%252C3%252C64</a>	Tradewinds Recruitment	Reed		School Business Manager	Educated to degree level - ideally in accountancy, business management or a related discipline. In-school experience in a similar role
44	<a href="https://www.reed.co.uk/jobs/quality-assurance-manager/55427751?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-manager-jobs%3FsalaryFrom%3D40000%26excludeSalaryDescriptions%3D16%252C3%252C64">https://www.reed.co.uk/jobs/quality-assurance-manager/55427751?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-manager-jobs%3FsalaryFrom%3D40000%26excludeSalaryDescriptions%3D16%252C3%252C64</a>	Aldi	Reed	<a href="mailto:recruitment@cs.aldi.co.uk">recruitment@cs.aldi.co.uk</a>	Quality Assurance Manager	Science Degree. Level 3 HACCP or equivalent. Extensive technical experience in Retail, Manufacturing, Food Service or Quality Assurance
45	<a href="https://www.reed.co.uk/jobs/procurement-manager/55086882?source=searchResults&amp;filter=r=%2Fjobs%2Fwork-from-home-graduate-manager-jobs%3FsalaryFrom%3D40000">https://www.reed.co.uk/jobs/procurement-manager/55086882?source=searchResults&amp;filter=r=%2Fjobs%2Fwork-from-home-graduate-manager-jobs%3FsalaryFrom%3D40000</a>	Utility People	Reed	<a href="mailto:info@utilitypeopleuk.com">info@utilitypeopleuk.com</a>	Procurement Manager	At least 3 years' experience in energy procurement (retail buying or selling). Utility billing knowledge a plus. Degree in Economics, Finance, Maths, Business, or Engineering.
46	<a href="https://www.reed.co.uk/jobs/pricing-manager/55325398?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-manager-jobs">https://www.reed.co.uk/jobs/pricing-manager/55325398?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-manager-jobs</a>	Vermelo RPO	Reed	<a href="mailto:info@VermeloRPO.com">info@VermeloRPO.com</a>	Pricing Manager	Experience managing general insurance products and/or pricing teams, including knowledge of current trends and issues in motor or home pricing. A good quantitative degree (Mathematics, Statistics, Engineering, Physics, Computer Science, Actuarial Science)
47	<a href="https://www.reed.co.uk/jobs/senior-seo-manager/55392688?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-manager-jobs%3Fpagina%3D3">https://www.reed.co.uk/jobs/senior-seo-manager/55392688?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-manager-jobs%3Fpagina%3D3</a>	Neilson Active Holidays	Reed	<a href="mailto:recruitment@neilson.com">recruitment@neilson.com</a>	Senior SEO Manager	Have a bachelor's degree in marketing, business, communications, information technology, or a related field. 5+ years of proven experience in SEO management with a track record of successful campaigns and measurable results.
48	<a href="https://www.reed.co.uk/jobs/data-engineering-manager/54638657?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-manager-jobs%3Fpagina%3D3">https://www.reed.co.uk/jobs/data-engineering-manager/54638657?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-manager-jobs%3Fpagina%3D3</a>	Awin	Reed	<a href="mailto:pc-talent@awin.com">pc-talent@awin.com</a>	Data Engineering Manager	8+ years of professional experience in data engineering, of which 2+ years of people management and technical leadership experience. Bachelor's degree or higher in data science, data engineering, business intelligence, business administration or similar education with a focus on data/business intelligence/analytics is preferred
49	<a href="https://www.reed.co.uk/jobs/omnichannel-strategist/55468279?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-public-relations-manager-jobs">https://www.reed.co.uk/jobs/omnichannel-strategist/55468279?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-public-relations-manager-jobs</a>	CPL Life Sciences	Reed	<a href="mailto:uk@cpl.com">uk@cpl.com</a>	Omnichannel Strategist	Bachelor's degree required; MBA preferred. 8+ years' experience in Digital /Omnichannel Marketing leadership, including marketing/customer engagement strategy, brand/business planning, analytics, multi-channel (digital and non-digital) marketing operations and campaign/tactic execution/management
50	<a href="https://www.reed.co.uk/jobs/quant-developer-quanteam/55480129?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-jobs%3Fdirect%3Dtrue%26pagina%3D3">https://www.reed.co.uk/jobs/quant-developer-quanteam/55480129?source=searchResults&amp;filter=r=%2Fjobs%2Fgraduate-jobs%3Fdirect%3Dtrue%26pagina%3D3</a>	Quanteam	Reed	<a href="https://www.quanteam.co.uk/contact">https://www.quanteam.co.uk/contact</a>	Quant Developer - Quanteam	3-7 years working as a Quantitative Analyst developing models in quantitative finance, IT development, or a trading environment. A degree in mathematical finance, science, or maths from a top tier university

51	<a href="https://www.reed.co.uk/jobs/head-of-internal-control-strategy-taxonomy-northern-trust/55477972?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3Fdirect%3Dtrue%26pageno%3D7">https://www.reed.co.uk/jobs/head-of-internal-control-strategy-taxonomy-northern-trust/55477972?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3Fdirect%3Dtrue%26pageno%3D7</a>	Northern Trust	Reed	Media_Relations@ntrs.com	<b>Head of Internal Control Strategy &amp; Taxonomy</b>	15+ years direct Senior Leadership roles and experience/expertise in a COO or Internal Audit related role. Bachelor's degree in business administration, management, or a related field. An MBA, CFA, or related advanced credentials preferred.
52	<a href="https://www.reed.co.uk/jobs/senior-associate-media-business-operations-emea-apac/55423274?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3Fdirect%3Dtrue%26pageno%3D8">https://www.reed.co.uk/jobs/senior-associate-media-business-operations-emea-apac/55423274?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3Fdirect%3Dtrue%26pageno%3D8</a>	Bloomberg	Reed	EMEA_recruit@bloomberg.net	<b>Senior Associate, Media Business &amp; Operations EMEA/APAC</b>	5+ years of prior Media Planning, Strategy or Digital Ad Operations Experience. We'd love to see : Bachelor's Degree.
53	<a href="https://www.reed.co.uk/jobs/business-development-manager/55459347?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3FsortBy%3DdisplayDate%26direct%3Dtrue%26pageno%3D18">https://www.reed.co.uk/jobs/business-development-manager/55459347?source=searchResults&amp;filter=%2Fjobs%2Fgraduate-jobs%3FsortBy%3DdisplayDate%26direct%3Dtrue%26pageno%3D18</a>	Ipsum	Reed	careers@ipsum.co.uk	<b>Business Development Manager</b>	Degree in Electrical Engineering, Business, or a related field. Proven experience in business development or sales within the electrical utilities or energy sector.
54	<a href="https://jobs.theguardian.com/job/9687320/manufaturing-director/">https://jobs.theguardian.com/job/9687320/manufaturing-director/</a>	H + H UK Ltd	Guardian Jobs	info.uk@hplus.co	<b>Manufacturing Director</b>	Of graduate calibre, you will be an experienced manufacturing leader with a comprehensive understanding of manufacturing processes and continuous improvement, within a high-volume 'heavy engineering' industrial processing environment. Thriving on the pursuit of best-in-class customer service and operational excellence, sectors of interest include building products, chemicals, metals, food & drink, paper, FMCG manufacturing, and related industrial sectors
55	<a href="https://jobs.theguardian.com/job/9681218/engagement-and-involvement-lead/">https://jobs.theguardian.com/job/9681218/engagement-and-involvement-lead/</a>	Adolescent Health Study	Guardian Jobs	enquiries@adolescenthealthstudy.ac.uk	<b>Engagement and Involvement Lead</b>	Undergraduate degree or equivalent qualification in a relevant field. Experience developing and delivering engagement and involvement activities with young people and other relevant interest-holders (such as parents, families, teachers and schools). A proven track record or professional background in working with young people – such as in youth work, counselling, mentoring, education, or a related setting
56	<a href="https://jobs.theguardian.com/job/9700357/head-of-international-partnerships/">https://jobs.theguardian.com/job/9700357/head-of-international-partnerships/</a>	Freeport East	Guardian Jobs	enquiries@freeporteast.co.uk	<b>Head of International Partnerships</b>	Is educated to degree level or equivalent. Experience operating internationally and/or building strong relationships with public and private sector stakeholders

Appendix C – Letter to employers asking for reason they have  
Advertised for Graduate only



**POTENTIAL DISCRIMINATORY NATURE OF GRADUATE-ONLY JOB**

I am a Higher Education campaigner and am conducting research into jobs advertised for Graduates only and I intend to include your job advert (details of specific job are in the email). My research will be sent to the Equality Advisory & Support Service (EASS) and to ACAS for their consideration. This letter is a request for you to explain why you have made this job for Graduates only so that your reply can form part of the evidence that will be sent to EASS/ACAS.

I am concerned about the profoundly damaging effect to society of the proliferation of Graduate-only job adverts for a number of reasons :-

A – It is forcing far too many of our young adults to gain a degree and get into significant debt in order to even be considered for a job. But more often than not the job didn't genuinely need them to have studied for an extra three years, as they could have performed those jobs perfectly well without having a degree. There may be no connection at all to the subject they have studied to the job, and even if there is, then they could easily have been able to learn on the job as an alternative.

B – There may be perfectly capable candidates who for whatever reason didn't go to university who are missing out on a job opportunity; and this exclusion could occur at any point in their careers at both the entry-level jobs stage and also senior roles requiring experience. The reasons for not attending university could be :-

- i/ That the format of academic study doesn't suit them so they may not perform well in a mainstream academic environment, though they are perfectly able to do well in the job.
- ii/ That they simply preferred the idea of joining the workforce and gaining real work experience to continue their development and education as opposed to prolonging their formal classroom-based education at University and becoming indebted.

iii/ They didn't have the same opportunities due to their background so never got to the stage of even considering university.

C – That the supposed benefits to the employer of candidates having gained a degree are being over-played and can be bogus, and that often the reason why employers stipulate Graduates only is based primarily on a conscious or unconscious societal prejudice against Non-graduates.

I am concerned that your job advert for Graduates only is potentially discriminatory for one or both of the following reasons : -

1 - Age is one of the protected characteristics of the Equality Act 2010.

i- Anybody younger than 21 won't be able to apply for the job (as most degrees take at least 3 years and are not started until you are 18). So a motivation for a job advert stipulating graduates only could be more borne out of a desire to avoid employing less mature 18-20-year-olds.

ii - There is an implication in all formal Graduate scheme & other entry-level type jobs that the employer is looking for somebody new, fresh and crucially young (say up to 25) to join their workforce. So by using the term Graduate in this way, then the employer is specifically discouraging applicants over 25.

2 - Over-arching duty of fairness in the recruitment process

See excerpt from ACAS website below:-

<https://www.acas.org.uk/recruitment/follow-discrimination-law>

*"It's up to employers how they recruit for their organisation. There are no set processes that are required by law. But employers must follow a fair process. There are other laws that apply throughout the whole recruitment process, including discrimination . . . . . "*

So there is a duty for an employer to follow a fair process regardless of any specific protected characteristic (such as Age as in point 1 above). E.g. A job advert stipulates that it requires experience of performing a similar job, but it also states that you have to be a Graduate. So this doesn't appear to be fair as if you have proved that you are a capable candidate through years of experience in a similar role, then why would you still need to be a graduate?

Question to be answered to understand whether your job advert is discriminatory

Given the above, then it is clear that employers aren't entitled to make a job advert open to Graduates only unless it can provide a reasonable explanation of why a Degree is essential criteria. I would be grateful then if you\* can provide your justification & reasoning as to why you have made your job advert exclusive to Graduates only and thus excluded Non-graduates.

*\* If you are an employment agency, then I would ask you to refer the matter directly to the Employer for them to respond either directly to me, or via yourselves.*

Please respond within 1 week to:- [contact@universitywatch.org](mailto:contact@universitywatch.org)

Paul Wiltshire - Parent Campaigner against the harms of Mass HE